

**Vol. V**

# **National Commission on Labour**

## **ANALYSIS OF REPLIES**

**TO**

## **COMMISSION'S QUESTIONNAIRE**

**INCENTIVES, PRODUCTIVITY AND SOCIAL SECURITY**  
**(Sections VI & VII of the Questionnaire)**

**January, 1969**

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## PREFACE

The tables presented in this volume represent the views of institutions/persons to the Commission's questionnaire. Many of the answers to the questions posed were as exhaustive as the questions themselves and did not permit of a 'yes' or 'no' classification as is the case with questions drafted with specific calls for recording responses. The Commission's aim was to give complete liberty to respondents to express their views in whatever form they choose. Mechanical tabulation of such an information, therefore, was a difficult task. Nevertheless an attempt was made to divide the replies into as homogenous groups as possible and tabulate frequency of reply to a particular question. In tabulating the information it was necessary to take into consideration the arguments in support of the replies but to bring them in the tabulation record has not been possible. This may reduce the utility of the statements in this compilation to some extent. But the data combined with other information that the Commission has collected will be found useful for analysis of views of different sections and also to check on the consistency of replies. The tables contained in this volume will provide, we expect, useful source of information to research workers and experts who are interested in a study of labour problems.

### The Questionnaire

2. For the purpose of tabulation, the 230 questions in the Commission's Questionnaire required a further sub-division for making the replies amenable to coding and mechanical tabulation. There were 3 questions viz. Questions No. 38, 75 and 167 whose replies could not be tabulated mechanically. Excluding these, the remaining 227 questions were further divided into 416 more compact questions to facilitate coding. The classification of the initial questions and their sub-division for coding section-wise is as follows:—

Sections	Total questions	Total questions including the sub-divisions.
1	2	3
Section I	11	23
Section II	14	33
Section III	40	79
Section IV	64	103
Section V	36	61
Section VI	12	30
Section VII	15	25
Section VIII	12	24
Section IX	7	10
Section X	19	31
TOTAL	230	419

### Response

3. The questionnaire was widely canvassed among employers and their associations, workers and their unions, Government departments both in the Centre and States, public sector undertakings and projects, co-operative establishments, universities and research institutions, individuals and experts and other organisations of different sizes and representing different political interests in the country. Since the questionnaire was open, it was left

to the institutions/persons to add to the questions if they so choose. Most of the respondents preferred to deal the subject question by question in the same order as the questions were given in the questionnaire and not raise additional issues to be answered. Some replies did not conform to this pattern. However it was possible from them to understand reaction to the issues as posed in the questionnaire. These responses, therefore, could be tabulated. There was yet another category of replies which did not touch any of the aspects on which the Commission sought assistance but contained views which, though otherwise useful, could not be included in the present tabulation.

4. A total of 704 written memoranda/replies were received by the Commission. Barring 170 replies/memoranda which had not touched on any of the 230 questions contained in the questionnaire and 10\* replies which could have been tabulated but were received late, the remaining 524 were included in the tabulation programme. A list of respondents whose replies figure in the tables contained in this volume is appended.

### Coding of Replies

5. Having broken down the 230 (227+3) questions into 419 (416+3) compact questions, the next stage in the tabulation plan was to convert the replies into numerical codes to facilitate processing on an Electronic computer. It was not possible to prepare a comprehensive code list in advance for obvious reasons. A two digit numerical code for replies of each question was devised after examining a few replies. The code list was, however, kept open and flexible to accommodate new types of answers. A group of investigators was given adequate training for the purposes of coding. Investigators had instructions to report to the Supervisor as soon as they come across a reply which could not be classified under any of the codes already devised. A new code was introduced for such reply and, to maintain uniformity, was communicated to all other investigators to enable them to make their list up-to-date. At regular intervals the codes brought up-to-date in this manner were discussed by the unit with a Senior Officer. All replies listed in the tables contained in this volume, therefore, conform to the actual wordings of the respondents. In cases where some suggestions emerged from the replies all combinations of the suggestions had to be brought into the scheme of tabulation. In certain cases, the respondents modified their reply during the course of oral evidence. A corresponding change in reply codes had to be made to conform to the final reply.

6. An additional dimension had to be introduced in the tabulation scheme as Institutions/persons themselves required to be classified. Here also a two digit numerical code had to be adopted for the following types of sources of reply.

- (i) *Category*—Government departments, public sector projects/undertakings, private/public enterprises, employers' associations, trade unions, academic/research institutions, individuals, etc. (Separate codes were provided for large, medium and small employers and trade unions)
- (ii) *Industry*—from which the replies were received.
- (iii) *Affiliation*—of central trade union or employers' organisation to which the responding unit is affiliated, if it is an association of employers or a trade union.

7. Apart from all possible care that was taken to ensure a correct and uniform coding, a 10 per cent random check was exercised to ensure accuracy.

### Tabulation of data

8. After the coding of replies to the questionnaire, the code numbers were transcribed on summary code sheets. These code sheets were passed on to Computer Centre of the Planning Commission for further processing. The data were transcribed from the Code sheets to 80 column Punch cards and from punch cards to Magnetic disc. The processing of data was done on IPM Computer 1620 Mark II. Declassification and further processing of tables was done by the mechanical tabulation unit.

### Organisation

9. The entire tabulation work was done by the mechanical tabulation unit of the Commission comprising one Assistant Director, one Investigator (Grade I), three Investigators (Grade II) and a typist. In the later stages but for a short period of six weeks the strength of the unit had to be considerably augmented to cope with pressure of work. The whole process took about 15 months to complete.

\*We have verified subsequently that the inclusion of these replies will not change the conclusions which could be reached on the basis of tabulated replies.

### Arrangement of Tables

10. There are 5 types of tables in this volume:—

- (i) Replies classified by categories of respondents;
- (ii) Replies classified by industries (Employers only)
- (iii) Replies classified by industries (Unions only)
- (iv) Replies of Central Trade Unions/Employers' Organisations and their affiliates.
- (v) Views of respondents on two or more related questions (para—1)

11. The first set of 416 tables, one for each question, gives a frequency distribution of replies classified by categories of respondents. Private employers and local trade unions have been further classified according to the number of workers employed by them or membership of trade unions. For purposes of this tabulation employer/trade union whose strength was below 500 was taken to be a small establishment or trade union; from 500 to 999 was taken to be a medium sized establishment/trade union; and all other whose strength was over 1,000 was taken to be a large establishment/trade union. All central or All India Unions/Associations and their State/Regional branches were considered as large organisations.

12. The second and third sets of tables, 838 in all, classify the respondents by industries. These tables have been prepared separately for employers and trade unions. The list of industries in these tables is not comprehensive; only selected important industries have been taken for tabulation.

13. The fourth set gives the views of central unions and employers organisations juxtaposed with those of their affiliates. These tables have been prepared for 273 questions only.

14. The last set gives the views of respondents on related questions. These tables have been prepared separately for (i) Government departments, (ii) public sector employers, (iii) private employers, (iv) trade unions, and (v) All respondents put together.

NEW DELHI:

December 29, 1966.

(B.N. DATAR)  
*Member Secretary*

(iii)



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274. All Jammu & Kashmir Minerals Workers' Union.  
 275. Bharatiya Mazdoor Sangh, Bombay.  
 276. Assam Cha-Karamchari Sangh, Dibrugarh.  
 277. Petroleum Workmen's Union, Bombay.  
 278. The Shops Trade Employees' Union, Patiala.  
 279. Rayon Workers' Union, Thana, Bombay.  
 280. State Central Labour Union, Jammu.  
 281. Maharashtra Gumaste Mandal, Nagpur.  
 282. Indian Federation of Independent Trade Unions, Calcutta.  
 283. Association of Central Government Labour Officers, New Delhi.  
 284. West Bengal Tea Employees' Association, P.O. Chelsa, District: Jalpaiguri.  
 285. The Estate Staffs' Union of South India, Coimbatore.  
 286. Mill Mazdoor Sabha, Bombay.  
 287. I.N.T.U.C. (Mysore State Branch), Bangalore.  
 288. Hind Mazdoor Panchayat, Bombay.  
 289. Karnatak Pradesh Trade Union Congress, Bangalore.  
 290. West Bengal Cha Sramik Union, P.O. Jalpaiguri.  
 291. Life Insurance Agents Federation of India, Madras.  
 292. Hotel Mazdoor Sabha, Bombay.  
 293. I.N.T.U.C. (Maharashtra Branch), Bombay.  
 294. Hind Mazdoor Sabha (Maharashtra State Council), Bombay.  
 295. A.I.T.U.C. (Maharashtra State) Bombay.  
 296. Rashtriya Mill Mazdoor Sangh, Bombay.  
 297. Maharashtra Rajya Trade Union Committee.  
 298. Rajasthan Khadi Gramodyog Karamchari Sangh, Jaipur.  
 299. I.N.T.U.C. (Rajasthan Branch), Jaipur.  
 300. Central Industrial Relations Machinery Officers' Association, New Delhi.  
 301. Girni Majoor Sangh (& Nagpur Gumashta Mandal Bhaldarpura) Nagpur.  
 302. United Federation of Mangnese Workers and Maharashtra State Bidi Mazdoor Sangh, Kamptee.  
 303. Vidarbha National Textile Federation, Nagpur.  
 304. Govt. of Pondicherry  
 305. Maharashtra State Transport Workers' Union, Dhulia.  
 306. Maha Gujarat Trade Union Congress, Ahmedabad.  
 307. I.N.T.U.C. (Central Office), New Delhi.  
 308. A.I.T.U.C. (Mysore State), Bangalore.  
 309. Bharatiya Mazdoor Sangh, Bangalore.
310. Coorg Distt. General Workers' Union, Virajpet.  
 311. Coorg Distt. Estate Workers' Union, Mercara.  
 312. Mysore Bidi Mazdoor Association, Mysore.  
 313. Cashewnut Workers' Union, Mangalore.  
 314. Bharatiya Mazdoor Sangh, Mangalore.  
 315. South Kanara Tile Workers' Union, Mangalore.  
 316. The Cashewnut & Allied Workers' Union, Mangalore.  
 317. S.K. General Labour Union, Mangalore.  
 318. Surat Silk Mill Workers' Union, Surat.  
 319. All India Bank Employees Federation, Central Office, Kanpur.  
 320. All India Railwaymen's Federation, New Delhi.  
 321. Hindi Mazdoor Sabha (Gujarat State), Ahmedabad.  
 322. Mill Mazdoor Union, Ahmedabad.  
 323. Rajasthan Rajya Trade Union Congress, Jaipur.  
 324. Rajasthan Working Journalists Union, Jaipur.  
 325. United Trades Union Congress, New Delhi.  
 326. Tripura Cha-Mazdoor Union, Agartala, Tripura.  
 327. The High Range Estate Employees' Association, Mundakayam P.O. Kerala.  
 328. Hind Mazdoor Sabha, Kerala, Kozhikode.  
 329. Khan Udyog Mazdoor Sangh, Distt. Chitorgarh, Rajasthan.  
 330. Kerala State Trade Union Council of the AITUC Trivandrum.  
 331. Indian National Plantation Workers' Federation, Silchar P.O. Cachar.  
 332. Indian National Cement Workers' Federation, Bombay.  
 333. I.N.T.U.C., Kerala Branch, Ernakulam.  
 334. I.N.T.U.C., Assam Branch, Gauhati.  
 335. A.I.T.U.C., (Assam State Committee), Tinsukia  
 336. National Federation of Indian Railwaymen, New Delhi.  
 337. B.S.P. Shrami, Sangh, Bhilai Nagar (M.P.)  
 338. Tamilnad Trade Union Congress (Tamilnad Committee of the AITUC), Madras.  
 339. Ispat Karmachari Sangh, Bhilai.  
 340. Papanasam Labour Union, Vikramasingapuram, Distt. Tirunelveli.  
 341. Lucknow Division Insurance Employees' Association, Lucknow.  
 342. I.N.T.U.C. (Tamilnad Branch), Madras.  
 343. Andhra Pradesh Shop Employees' Federation, Secunderabad.  
 344. I.N.T.U.C. (M.P. Branch), Indore.  
 345. I.N.T.U.C. (U.P. Branch), Lucknow.  
 346. All India R.M.S. Asstt. Supdts. & Inspectors Association, Central Head Quarters, Delhi.

## APPENDIX

## LIST OF RESPONDENTS

1. Inspector General of Forests, Deptt. of Agriculture, New Delhi.
2. Directorate General of Inspection, Ministry of Defence (Department of Defence Production), New Delhi.
3. Labour Bureau, Simla.
4. Ministry of Railways (Railway Board), New Delhi.
5. Central Water & Power Research Station, Poona (Through The Central Water & Power Commission, Ministry of Irrigation and Power), New Delhi.
6. Ministry of Works, Housing & Supply, Deptt. of Works & Housing, New Delhi.
7. Ministry of Irrigation and Power, New Delhi.
8. Ministry of Petroleum & Chemicals, New Delhi.
9. Land Reforms Unit, Ministry of Food & Agriculture and Community Development, New Delhi.
10. Ministry of Defence, New Delhi.
11. Ministry of Food, Agriculture, C.D. and Cooperation, Deptt. of Agriculture (Fisheries Division), New Delhi.
12. Chief Controller of Telegraph Stores, Indian Posts and Telegraph Deptt., Calcutta.
13. General Manager, P & T Workshops, Indian Posts and Telegraph Department, Calcutta.
14. Department of Social Welfare, New Delhi.
15. Directorate of Economics and Statistics, Ministry of Food & Agriculture, New Delhi.
16. Ministry of Industrial Development and Company Affairs, New Delhi.
17. Ministry of Finance (Department of Economics Affairs), New Delhi.
18. Over-Seas Communication Service, Deptt. of Communications, Govt. of India, New Delhi.
19. Directorate General Ordnance Factories, Ministry of Defence, West Bengal.
20. India Security Press, Nasik Road, Marh.
21. India Government Mint, Alipore, Calcutta.
22. Hindustan Housing Factory Ltd., New Delhi.
23. Central Medical Stores Organisation, D.G.H.S., New Delhi.
24. India Government Mint, Hyderabad.
25. India Government Mint, Bombay.
26. Hindustan Insecticides Ltd., (New Delhi Factory).
27. Hindustan Insecticides Ltd., (Alwaye Factory).
28. Asoka Hotels Ltd., New Delhi.
29. Port Commissioner, Calcutta.
30. Security Paper Mill Project, Hoshangabad.
31. Cochin Port Trust, Cochin.
32. Amritsar Productivity Council, Amritsar.
33. Madras Port Trust, Madras.
34. Indian Drugs & Pharmaceuticals Ltd., New Delhi.
35. Oil India Ltd., Duliajan P.O. Assam.
36. Bharat Earth Movers Ltd., Bangalore.
37. Visakhapatnam Port Trust, Visakhapatnam.
38. Instrumentation Ltd., Kota.
39. Mormugao Port Trust.
40. Janpath Hotels Ltd., New Delhi.
41. Export Inspection Council of India, Calcutta.
42. Bombay Port Trust, Bombay.
43. Hindustan Machine Tools, Bangalore.
44. Port of Paradeep, P.O. Bhubaneshwar, Distt. Puri (Orissa).
45. Indian Telephone Industries Ltd., Bangalore.
46. Kandla Port Trust, Gandhidham Kutch (Gujarat).
47. Central Silk Board, Bombay.
48. Central Sericultural Research and Training Institute, Mysore.
49. Air India, Bombay.
50. National Projects Corporation Ltd., New Delhi.
51. Calcutta Dock Labour Board, Calcutta.
52. State Bank of India, Bombay.
53. Indian Oil Corporation Ltd., Bombay.

54. Mazagon Dock Ltd., Bombay.
55. Silver Refinery, Calcutta [Thro' Finance (DEA)].
56. Cochin Refineries Ltd., Ernakulam.
57. Cochin Dock Labour Board, Cochin.
58. Hindustan Photo Films Manufacturing Co., Ltd., Obtacamund.
59. Hindustan Antibiotics Ltd., Pimpri (Poona)
60. Manganese Ore (India) Ltd., Nagpur.
61. Bharat Electronics Ltd., Bangalore.
62. The Kolar Gold Mining Undertakings, Oorgaum P.O. (Mysore).
63. Oil & Natural Gas Commission, Dehra Dun.
64. Sambhar Salts Ltd., Sambhar Lake (Rajasthan).
65. Reserve Bank of India, Central Office, Bombay.
66. Heavy Electricals (India) Ltd., Bhopal.
67. Central Silkworm Seed Station, Srinagar.
68. Life Insurance Corporation of India, Central Office, Bombay.
69. Hindustan Aeronautics Ltd., Bangalore.
70. The National Industrial Development Corporation Ltd., New Delhi.
71. Bokaro Steel Ltd. (Through Ministry of S.M.&M).
72. Indian Airlines Corporation, Headquarters. New Delhi.
73. The National Small Industries Corporation Ltd. New Delhi.
74. Central Tuber Crops. Research Institute, Trivandrum.
75. Forest Research Institute & College, P.O. New Forest, Dehra Dun.
76. National Dairy Research Institute, Karnal.
77. Central Sheep and Wool Research Institute, Malpur.
78. Central Arid Zone Research Institute, Jodhpur.
79. Central Tobacco Research Institute, Rajahmundry.
80. Central Arcanaut Research Station, Vittal, S. Kanara.
81. Central Coconut Research Station, Kasargod.
82. Cotton Technological Research Laboratory, Bombay.
83. Indian Veterinary Research Institute, Izatnagar.
84. Vizagapatnam Dock Labour Board, Visakhapatnam.
85. The National Instruments Ltd., Jadavpur, Calcutta.
86. Employees' State Insurance Corporation, New Delhi.
87. Hindustan Steels Ltd., Ranchi.
88. The Fertiliser's and Chemicals Travancore Ltd., Alwaye.
89. Heavy Engineering Corporation Ltd., Ranchi.
90. Regional Provident Fund Commissioner, Andhra Pradesh, Hyderabad.
91. Damodar Valley Corporation, Calcutta.
92. Hindustan Shipyard Ltd., Visakhapatnam.
93. Bharat Heavy Electricals Ltd., Ranipet, Hardwar.
94. The National Newsprint and Paper Mills Ltd., Napanagar.
95. Central Rice Research Institute, Cuttack.
96. National Productivity Council, New Delhi.
97. The Fertilizer Corporation of India (Sindri, Unit) Sindri.
98. 'Wig India', Madras.
99. National Coal Development Corporation Ltd., Ranchi.
100. Neyveli Lignite Corporation Ltd., Neyveli.
101. Garden Reach Workshops Ltd., Calcutta.
102. Jute Commissioner, Calcutta.
103. Coffee Board, Bangalore.
104. The Fertilizer Corporation of India Ltd., (Head Office), New Delhi.
105. Central Inland Water Transport Corporation, Ltd., Calcutta.
106. Central Road Transport Corporation Ltd., Calcutta.
107. Pyrites & Chemicals Development Co. Ltd., Dehri-on-Sone, Distt. Shahabad.
108. Calcutta Metropolitan Planning Organisation, Calcutta.
109. Upper Sileru Hydro Electric Scheme, Upper Sileru (A.P.)
110. Office of the Industrial Court, Maharashtra, Bombay.
111. Jammu and Kashmir Industries Ltd.,
112. The Mysore Iron & Steel Ltd., Bhadravati.
113. Chief Engineer, Public Health, Punjab Government, Chandigarh.
114. J & K Minerals Ltd., Srinagar.
115. Andhra Pradesh State Road Transport Corporation, Hyderabad.
116. Irrigation and Power Department, Government of Maharashtra, Bombay.
117. Government Distillery, Chitali, Distt. Ahmednagar.
118. The Maharashtra State Road Transport Corporation, Bombay.
119. Haffkine Institute, Government of Maharashtra, Bombay.
120. Gujarat State Road Transport Corporation, Ahmedabad.
121. The Gujarat Electricity Board, Baroda.
122. Maharashtra State Electricity Board, Bombay.
123. Agriculture Department, Government of Maharashtra.
124. Gujarat State Fertilizers Co., Ltd., Baroda.
125. Directorate of Employees' State Insurance Scheme, Govt. of Maharashtra, Bombay.
126. Rajasthan State Electricity Board, Jaipur.
127. Mysore Sugar Co. Ltd., Bangalore.
128. Director of Fisheries, Maharashtra State, Bombay.
129. Chief Engineer, P.W.D. (B&R), Rajasthan, Jaipur.

130. River Navigation Deptt. Govt. of Goa, Daman & Diu, Panaji.
131. Maharashtra Industrial Development Corporation, Bombay.
132. Government Presses in Maharashtra (Received through Director of Employment, Maharashtra).
133. Government Silk Industries, Bangalore.
134. Government Electric Factory, Bangalore.
135. Government Sandalwood Oil Factories, Mysore & Shimoga and Govt. Soap Factory, Bangalore.
36. Andhra Pradesh State Electricity Board, Hyderabad.
137. M.P. Electricity Board, Jabalpur.
138. Director of Employment and Training, Bangalore.
139. The Kerala State Road Transport Corporation, Trivandrum.
140. Bihar State Industrial Development Corporation Ltd., Patna.
141. Government Distilleries, Hyderabad.
142. Director of Industries, Govt. of Andhra Pradesh, Hyderabad.
143. Kerala State Electricity Board, Trivandrum.
144. Director, State Transport, Madras.
145. Transport Commissioner, U.P. Lucknow.
146. U.P. Govt. Cement Factory, Chark.
147. Govt. Precision Instruments Factory, Lucknow.
148. Bihar State Electricity Board, Patna.
149. Uttar Pradesh State Electricity Board, Lucknow.
150. Registrar of Cooperative Societies Government of Assam, Shillong.
151. Calcutta State Transport Corporation, Calcutta.
152. Cottage and Small Scale Industries Department, Government of West Bengal, Calcutta.
153. Manager Text Book Press, Srivastha Nagar, Bhubaneswar.
154. Bihar State Road Transport Corporation, Patna.
155. Madhya Pradesh State Road Transport Corporation, Bhopal.
156. Chief Conservator of Forests, Madhya Pradesh.
157. Directorate of Agriculture, Govt. of Madhya Pradesh, Bhopal.
158. Local Govt. (Urban Deptt.) Bhopal.
159. The Madhya Pradesh State Industries Corporation Ltd., Bhopal.
160. Chief Engineer, P.W.D. (B&R), Madhya Pradesh, Bhopal.
161. Orissa State Electricity Board, Bhubaneswar.
162. The Orissa Mining Corporation Ltd., Bhubaneswar.
163. Orissa Construction Corporation Ltd., Bhubaneswar.
164. The Orissa Agro & Small Industries Corp. Ltd., Killa Maidan, Cuttack.
165. Orissa Government Press, Cuttack.
166. The Industrial Development Corporation of Orissa Ltd., Bhubaneswar.
167. State Transport Service, Orissa, Cuttack.
168. Department of Fisheries, Govt. of Madras.
169. Department of Fisheries, Govt. of Kerala.
170. Department of Fisheries, Govt. of Gujarat.
171. The Punjab Textile Manufacturers Association, Amritsar.
172. The Powerloom Factories Association, Ludhiana.
173. Northern India Commerce & Industries Federation, Amritsar.
174. Amritsar Small Scale Industries & Commercial Association (Regd.) Ludhiana.
175. Textile Manufacturers' Association, Amritsar.
176. Madhya Pradesh Chamber of Commerce & Industry, Gwalior.
177. The Punjab Federation of Industry & Commerce, Amritsar.
178. Jullundur District Regd. Factory Owners' Association, Nehru Gardens Road, Jullundur City.
179. The Federation of Gujarat Mills and Industries, Baroda-5 (Gujarat).
180. The Madhya Pradesh Textile Mills Association, Indore.
181. Chamber of Industrial and Commercial Undertakings, Ludhiana.
182. Punjab, Haryana & Delhi Chamber of Commerce & Industry, New Delhi.
183. The Employers' Association of Northern India, Kanpur.
184. Chamber of Commerce, Jamnagar.
185. All India Manufacturers Organisation, District Council, Tinsukia.
186. The Ahmedabad Millowners' Association, Ahmedabad.
187. Indian Merchants Chamber, Bombay.
188. Bombay Chamber of Commerce and Industry, Bombay.
189. Silk & Art Silk Manufacturers' Association, Bombay.
190. Labour Secretariat of Banks in India, Bombay.
191. The Indian Engineering Association, Calcutta.
192. Bihar Chamber of Commerce, Patna.
193. The Maharatta Chamber of Commerce and Industry, Poona.
194. Gujarat Vepari Mahamandal, Ahmedabad.
195. The Employers' Association of Rajasthan, Jaipur.
196. The Rajasthan Textile Mills Association, Jaipur.
197. Bengal Mill-Owners' Association, Calcutta.
198. Madhya Pradesh Organisation of Industries, Bhopal.
199. The Federation of Hotel & Restaurant Association of India, New Delhi.
200. The Indian Cotton Mills' Federation, Bombay.

201. Vidarbha Factory Owners' Association, Nagpur.
202. The Mysore Chamber of Commerce, Bangalore.
203. The Southern Gujarat Chamber of Commerce & Industry, Surat.
204. Bharat Chamber of Commerce, Calcutta.
205. Engineering Association of India (Western Region), Bombay.
206. The Bengal Chamber of Commerce and Industry, Calcutta.
207. The Malabar Bus Owners' Association, Calicut.
208. The Malabar Tile Manufacturers' Association, Feroke (Kerala).
209. The Employers' Federation of Southern India, Madras.
210. Engineering Association of India, Calcutta.
211. The Hyderabad State Film Chamber of Commerce, Secunderabad.
212. The Film Exhibitors Association, Hyderabad.
213. Goa Mineral Ore Exporters' Association, Panjim.
214. The Federation of Andhra Pradesh Chambers of Commerce and Industry, Hyderabad.
215. Organisation of Pharmaceutical Producers of India, Bombay.
216. India Chamber of Commerce, Labour Department, Calcutta.
217. Goa Mining Association, Goa.
218. Indian Jute Mills Association, Calcutta.
219. Indian Sugar Mills Association, Calcutta.
220. United Planters' Association of South India.
221. Council of Indian Employers, New Delhi.
222. The Travancore Oil Millers' Association, Alleppey.
223. The All India Manufacturers' Organisation, Central Office, Bombay.
224. Federation of Associations of Stevedores, Bombay.
225. Andhra Chamber of Commerce, Madras and Secunderabad.
226. M.P. State Board of The All India Manufacturers Organisation, Indore.
227. J.K. Organisation, Kanpur.
228. Hyderabad Hotel Owners & Confectioners' Association, Hyderabad.
229. Federation of Small & Medium Industries, West Bengal, Calcutta.
230. Hindustan Chamber of Commerce, Madras.
231. The South Indian Film Chamber of Commerce, Madras.
232. The Southern India Millowners' Association, Coimbatore.
233. The Western U.P. Chamber of Commerce, Meerut Cantt.
234. Indian Tea Association, Calcutta.
235. Indian Mining Association, Calcutta.
236. Delhi Hindustani Mercantile Association (Regd.) Chandni Chowk, Delhi.
237. The Kanara Chamber of Commerce, Mangalore.
238. Bihar Provincial Cold Storage Owners' Association, Patna City.
239. Bihar Roller Flour Millers' Association.
240. The Federation of Indian Traders' Associations, New Delhi.
241. Bihar Industries Association, Patna.
242. The Indian & Eastern Newspaper Society, New Delhi.
243. Delhi Printers' Association, New Delhi.
244. Delhi Factory Owners' Association, New Delhi.
245. Indian Colliery Owners Association, Dhanbad.
246. New Delhi Traders Association, New Delhi.
247. Federation of Indian Manufacturers, New Delhi.
248. Bengal National Chamber of Commerce & Industry, Calcutta.
249. Tea Association of India, Calcutta.
250. The All India Pottery Manufacturers' Association, Calcutta.
251. Merchants' Chamber of Commerce, Calcutta.
252. Howrah Manufacturer's Association, Howrah.
253. Indian Engineering Association (Western Region) (Regd. through Calcutta (Office).
254. Orissa Mill Owners Association, Calcutta.
255. The Madras State Federation of Co-operative Sugar Factories Ltd., Madras.
256. Assam Tea Planter's Association, Jorhat.
257. Nowgong Rice Millers Association, Assam.
258. West Bengal Lawyers Association, Calcutta.
259. Textile Mazdoor Sabha, Hissar.
260. Gurgaon District Transport Workers' Union (Regd.) No. 3, Gurgaon.
261. Cachar Cha-Sramik Union, Cachar.
262. Rashtriya Press Kangar Union, Government of India Press, Nasik.
263. Irrigation Technical Staff Union Kota.
264. National Federation of Railway Porters & Vendors, New Delhi.
265. Jagadhari Metal Mazdoor Sabha, Jagadhri.
266. A.I.T.U.C. (Punjab State Committee), Chandigarh.
267. A.I.T.U.C. (Haryana State Committee), Bhiwani.
268. M.P. Rashtriya Koyla Khadan Mazdoor Sangh, Chandanetta (M.P.).
269. I.N.T.U.C. (Haryana) Bhiwani (Through Shri Sagar Ram Gupta).
270. Punjab Himachal, Haryana, Jammu & Kashmir Motor Transport Workers' Federation (Regd.) Jullundur.
271. The State Central Labour Union, Srinagar.
272. Hissar Textile Mills Workers' Union, Hissar.
273. MLAs representing Doda forest and other labour.

347. Hind Mazdoor Sabha, Kerala State, Ernakulam.  
 348. Workers Progressive Unions, Coimbatore.  
 349. The Madras Sheet Glass Factory Employees' Union, Triuvotiyur.  
 350. Andhra Pradesh Trade Union Congress (A.P. State Committee of AITUC), Hyderabad.  
 351. All India Bank Employees' Association, Delhi.  
 352. U.P. Trade Union Congress (State Unit of AITUC), Kanpur.  
 353. The Indian National Sugar Mills Workers Federation, Lucknow.  
 354. The Nilgiri Estate Workers' Progression Union, Coonoor.  
 355. Madhya Pradesh Trade Union Congress, (State Committee of AITUC), Indore.  
 356. Kota Kashetriya Pathar Khan Kamgar Sangh, Kota.  
 357. AITUC (Bihar State Committee), Patna.  
 358. INTUC (Bihar Branch), Patna.  
 359. Assam Chah Mazdoor Sangha, P.O. Dibrugarh.  
 360. Bharatiya Mazdoor Sangh (Bihar State).  
 361. Hind Mazdoor Sabha (Bihar State Branch), Patna.  
 362. Indian National Sugar Mills Workers Federation, (Bihar Branch), Permainandpur, Distt. Saran.  
 363. The Tata Workers' Union, Jamshedpur.  
 364. Bihar Agricultural Workers' Union, Patna.  
 365. Shri T. Parmanand and Independent Trade Unions, Patna.  
 366. United Trades Union Congress (Bihar State Committee) Patna.  
 367. INTUC. (Delhi Branch), Delhi.  
 368. Rashtriya Girmi Kamgar Sangh, Sholapur.  
 369. New Delhi Trade Employees' Association, New Delhi.  
 370. The West Bengal Shop Assistants Federation, Calcutta.  
 371. Ahmednagar Zilha Shet-Majoor Union, Ahmednagar.  
 372. Bhartiya Mazdoor Sangh (West Bengal Branch), Calcutta.  
 373. UTUC, Calcutta.  
 374. West Bengal Shops & Establishment Employees' Association, Calcutta.  
 375. AITUC (West Bengal Committee), Calcutta.  
 376. Hind Mazdoor Sabha (UTKAL), Calcutta.  
 377. Hind Mazdoor Sabha (National Headquarters), Bombay.  
 378. I.N.T.U.C. Union, Jamshedpur.  
 379. Tata Robins Fraier Employees Union.  
 380. Talchar Thermal Scheme Employees, Union, Orissa.  
 381. National Organisation of Bank Workers, Nagpur.  
 382. Heavy Electricals Mazdoor Trade Union, Bhopal.  
 383. Heavy Electricals Shramik Sangh, Bhopal.  
 384. Bhartiya Mazdoor Sangh (M.P. Branch), Indore.  
 385. Burhanpur Tapti Mill Mazdoor Sangh.  
 386. Punjab Dihati Mazdoor Sabha, Chandigarh.  
 387. Indian National Textile Workers' Federation Bhadra, Ahmedabad.  
 388. Hind Mazdoor Sabha (State Branch), Orissa.  
 389. Orissa State Electricity Board Workcharged Employees Union, Bhubaneswar.  
 390. Andhra Pradesh Agricultural Labour Union, Hyderabad.  
 391. Bihar Rajya Khet Mazdoor Sabha, Patna.  
 392. Orissa Government Press Employees Union, Cuttack (Through Mr. Srihant Panda).  
 393. AITUC (Uthal State Committee), Cuttack.  
 394. Orissa Motor Transport Employees Federation, Bhubaneswar.  
 395. United Trades Union Congress, Bengal.  
 396. INTUC (Himachal Pradesh), Simla.  
 397. Municipal Employees Union, Simla.  
 398. Coordinating Committee of Independent Trade Unions.  
 399. Indian National Mine Workers' Federation.  
 400. Asansol Iron & Steel Workers Union.  
 401. Zandu Pharmaceutical Works Ltd., Bombay.  
 402. Josts Engineering Company Ltd., Bombay.  
 403. Ahmedabad Advance Mills Ltd., Ahmedabad.  
 404. (Recd. through Bombay Office).  
 405. Shri Digvijay Cement Company Ltd., Sika (Gujarat State) (Recd. through Head Office: Bombay).  
 406. Bharat Sugar Mills, P.O. Sidhwaia, Distt. Saran (Bihar).  
 407. The Atlas Cycle Industries Ltd., Sonapat.  
 408. Hindustan National Glass Manufacturing Co., Ltd., Bahadurgarh, (Haryana).  
 409. The National Iron and Steel Company Ltd., Calcutta.  
 410. Balrampur Sugar Company Ltd., Balrampur (U.P.)  
 411. The Amritsar Rayon & Silk Mills (P) Ltd., Amritsar.  
 412. The British India Corporation Ltd., (New Egerton Woollen Mills Branch), Dhariwal (Punjab).  
 413. The Batala Engineering Co. Ltd., Batala.  
 414. Goodyear India Ltd., Ballabgarh (Haryana).  
 415. The Oriental Carpet Manufacturers (India) Private Ltd., (The O.C.M. Woollen Mills Division), Amritsar.

415. Bicycle Manufacturing Corporation, 12-R, Industrial Area B, Ludhiana.
416. Hissar Textile Mills, Hissar.
417. Hindustan Wire Products Ltd., Patiala.
418. Prakash Fabricators, Kolhapur.
419. The Western India Plywoods, Ltd.,  
Baliapatam, Cannanore Distt. (Kerala).
420. ESSO Standard Eastern Inc., Bombay.
421. Znith Steel Pipes Ltd., Khopoli (Bombay).
422. Mahabir Sugar Mills Private Ltd., P.O. Siowabazar, Distt. Gorakhpur.
423. Sesa Goa Private Ltd., Panjim.
424. The Assam Oil Co. Ltd., P.O. Digboi, Uppar Assam.
425. The Indore Malwa United Mills Ltd., Indore.
426. The Binod Mills. Co. Ltd., Ujjain.
427. Indian Leaf Tobacco Development Co. Ltd., Guntur.
428. The Hyderabad Allwyn Metal Works Ltd., Sanatnagar, Hyderabad.
429. Rohitas Industries Ltd., P.O. Dalmianagar, Distt. Shahbad, Bihar.
430. The Tata Irons & Steel Co. Ltd., Jamshedpur.
431. The Tinplate Co. of India Ltd., P.O. Golmur, Distt. Singhbhum, Bihar.
432. Delhi Cloth Mills, Delhi.
433. Indian Aluminium Co. Ltd., Distt. Sabalpur. (Orissa).
434. Orissa Textile Mills Ltd., P.O. Chowdwar, Distt. Cuttack.
435. Orient Paper Mills Ltd., P.O. Chowdwar.
436. Bajinath Tea Estate Co. Pvt. Ltd., Bajinath.
437. Associated Industries, (Assam) Ltd.
438. Indian Aluminium Co., Calcutta.
439. The Chodavaram Co-operative Agricultural & Industrial Society Ltd., Govada (A.P.).
440. The Doaba Co-operative Sugar Mills Ltd., Nawanshahr (Distt. Jullundur).
441. The Co-operative Sugars Ltd., Chittur, Menonpara P.O., Palaghat Distt. (Kerala).
442. Goa Medical College, Panaji.
443. Indian Institute of Technology, Kharagpur.
444. Society for the Study of Industrial Medicine, Bombay.
445. Labour Education Service, Bombay.
446. Indian Institute of Personnel Management, Calcutta.
447. All India Women's Conference, Bombay.
448. Bombay Labour Institute Association, Bombay.
449. Shri Ram Centre for Industrial Relations, New Delhi.
450. Indian Association of Trained Social Workers, Hyderabad.
451. Industrial Disputes Bureau, Delhi.
452. Savier Institute of Social Service, Ranchi.
453. Department of L.S. Welfare, Patna University, Patna.
454. The Delhi School of Economics, University of Delhi, Delhi.
455. Ahmedabad Municipal Corporation, Ahmedabad.
456. Bombay Municipal Corporation, Bombay.
457. Municipal Corporation of Hyderabad, Hyderabad.
458. Delhi Electric Supply Undertaking. (Municipal Corporation of Delhi), Delhi.
459. Corporation of Calcutta, Calcutta.
460. Corporation of Madras, Madras.
461. Municipal Corporation of Delhi (General Wing), Delhi.
462. Delhi Transport Undertaking (Municipal Corporation of Delhi), New Delhi.
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485. Mr. Hiralal Jain, Vice President, All India Hind Mazdoor Panchayat
486. Prof. V.R. Pillai Head of the Deptt. of Economics, University of Kerala, Trivandrum.
487. Dr. Mir Siadat Ali Khan, Retd. Judge of High Court and Ex-Chairman of the Industrial Tribunal Andhra Pradesh, Hyderabad.
488. Mr. G. Venkata Swamy, M.P., Hyderabad.
489. Mr. Vedula Jaganadha Rao, Advocate, 62/2 RT, Saidabad Colony, Hyderabad-38.
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491. Mr. B.D. Shukla, (President. H.M.S. (U.P.) 3, Gopal Niwas, Sunderbagh, Lucknow.
492. Mr. K. Gurumurthy, Simpson Group Companies, Union, Madras.
493. Shri Mithan Lal, (Retd. High Court Judge), Presiding Officer Industrial Tribunal, Uttar Pradesh.
494. Shri S.J. Shirgaonkar, 5, Goodmill Assurance Building, Manamala Tank Road, Bombay-16.
495. Shri Shambhu Kumar Rai, Advocate, Hamidia Road, Bhopal.
496. Shri Ranch Roy, Advocate, Jakhampur, Patna.
497. Shri B.S. Patnaik, Presiding Officer, Industrial Tribunal, Orissa, Bhubneswar.
498. Shri Ram Singh, Vai Varma, Indore.
499. Shri K.L. Mohanty, Agriculture Information Officer, Orissa Krushak Smaj, Bhubneswar.
500. Shri S.N. Dasmahapatra, Project Administrator, Hira Cement Works, Cement Nagar, Sambalpur.
501. Shri Gopal Chandra Rath, Head of the Department of Social Welfare, Berhampur.
502. Shri S.B. Nanda, Advocate, Medical College Road, Cuttack.
503. Government of Assam, Department of Labour.
504. Government of Punjab, Department of Labour.
505. Government of Rajasthan, Department of Labour.
506. Government of Haryana, Department of Labour.
507. Government of Mysore, Department of Labour.
508. Government of West Bengal, Department of Labour.
509. Government of Maharashtra, Department of Labour.
510. Government of Gujarat, Department of Labour.
511. Andhra Pradesh Government, (Deptt. of Labour).
512. Government of Jammu & Kashmir, (Deptt. of Labour).
513. Government of Uttar Pradesh, (Deptt. of Labour).
514. Government of Madhya Pradesh, (Deptt. of Labour).
515. Government of Delhi, (Deptt. of Labour).
516. Government of Kerala, (Deptt. of Labour).
517. Government of Madras, (Deptt. of Labour).
518. Government of Bihar, (Deptt. of Labour).
519. Government of Orissa, (Deptt. of Labour).
520. Government of Himachal Pradesh, (Deptt. of Labour).
521. M.P. Rashirra Koila Khadhan Sangh.
522. U.T.U.C. Dharmatala, Calcutta.
523. U.T.U.C. Bepin Behari Street, Calcutta.
524. Indian National Iron & Steel Workers' Union Jamshadpur.

## OTHER VOLUMES

Volume I—Recruitment and induction and conditions of work.

Volume II—Trade Unions and Employers Organisations.

Volume III—Industrial Relations.

Volume IV—Wages.

Volume VI—Labour legislations, Rural and unorganised Labour Research and Information.

Volume VII—Views of respondents on interrelated questions.



TABLE No. 1,299  
 REPLY TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments			Enterprises/undertakings						Employers Associations			Workers Unions						Others		Total	
	Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals		
		Labour	Other including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size				
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
Q. No. 165. What steps should be taken to introduce a system of payment by results in industries/activities where this system would be appropriate ?																						
1. To be introduced in all cases where the work can be measured as quantity in a period of time.	—	2	—	12	2	—	1	—	—	—	—	7	—	2	—	1	1	—	1	—	—	29
2. Proper norms be fixed after conducting work study. . .	1	2	—	9	8	2	2	—	—	2	1	7	1	1	—	2	—	—	—	1	—	39
3. Export industries should have the priority. . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
4. Data provided under Annual Survey of Industries must be processed thoroughly. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	
5. The schemes should be explained to workmen and should be attractive to them. . .	—	—	1	2	2	—	—	—	—	—	—	4	—	—	—	—	—	—	—	—	9	
6. The workers must be consulted and educated. . .	—	2	—	1	4	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	9	
7. This system is quite satisfactory and can be introduced. . .	—	1	—	1	2	—	—	1	—	—	—	4	—	—	1	1	—	1	—	—	13	
8. Minimum norms should be linked with wages paid under Minimum Wages Act. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	
9. It should be discussed in Tripartite meetings and a collective agreement reached. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	
10. Can normally be introduced by the mutual consent of employers and employees. . .	—	2	—	3	—	—	1	—	—	—	—	2	—	1	—	1	—	—	—	—	10	
11. Time scales of pay should be replaced by earnings related to efforts. . .	—	—	—	—	1	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	3	
12. Setting up of a department to study, plan and lay down standards of work (through work-study job evaluation, job costing, quality control) . . .	—	2	—	1	—	—	1	—	—	—	—	4	—	—	—	—	—	—	—	—	8	
13. Unsuited to Plantation Industries, time results depend upon nature. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	

TABLE No. 1.299 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
14.	We have introduced the Scheme and it is satisfactory.	—	—	—	4	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	5
15.	By setting up a statutory Board industry-wise on regional/zonal basis.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	1	3
16.	The system is by and large not in operation in our concern.	—	—	—	2	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	4
17.	Minimum Wage and production bonus would be best steps.	—	—	—	1	1	—	1	—	—	—	—	—	1	—	—	1	—	—	—	1	6
18.	Payment by results can be introduced with the consent of unions.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	2
19.	Workers must have a say in the quality of raw material, maintenance of machinery etc.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8
20.	Through collective bargaining.	—	1	—	1	—	—	—	—	—	—	—	1	—	4	—	3	—	—	—	—	3
21.	A fair wage should be introduced before launching this scheme.	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	—	—	—	—	2
22.	Increase in wage should be linked to productivity.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
23.	Govt. should form a statutory Board Industry-wise on zonal basis.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
24.	The system is neither practicable nor feasible under the existing labour legislation.	—	—	—	—	—	—	1	—	—	—	—	—	1	1	—	—	—	—	—	1	4
25.	Legislation may be enacted to introduce the system.	—	1	1	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	2
26.	We do not advocate this system.	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	4
27.	This system can be confined only to industries, where the contribution of labour has a direct bearing on production.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
28.	Incentive section should be opened in the industries to achieve full advantage from this scheme.	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
29.	In Catering and Hotel Industry, Banking and other industries, this system is difficult to be introduced.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
30.	This system should be introduced wherever possible.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
31.	This system has been introduced and has not worked well.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
32.	Possible in all scheduled industries and with changes in varied production industries.	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
33.	Every body should be given equal opportunity to earn more.	—	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
34.	Payment by results is unknown in Film Industry.	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	2
35.	It is not worth while to introduce such system.	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
36.	Combination of above replies	17	4	20	23	12	1	4	—	1	—	—	5	—	1	—	2	—	1	2	1	35
37.	No comments.	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524
	TOTAL	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2.299

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 165: What steps should be taken to introduce a system of payment by results in industries/activities where this system would be appropriate ?																				Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including machine tools & scientific instruments	Oil extraction, Refining & Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper and Paper Pulp	Others				
1. To be introduced in all cases where the work can be measured as quality in a period of time. ..	—	—	—	3	—	—	—	1	—	—	—	1	—	—	1	—	16	22			
2. Paper norms to be fixed after conducting work study. ..	—	—	2	3	1	—	—	2	1	—	—	4	—	4	—	2	12	31			
3. Export industries should have the priority ..	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1			
4. The scheme should be explained to workmen and should be attractive to them. ..	—	1	—	—	—	—	1	1	—	—	—	—	—	—	1	—	4	8			
5. The workers must be consulted and educated.	—	—	—	1	—	—	1	—	—	—	—	—	—	—	1	—	4	7			
6. This system is satisfactory and can be introduced.	—	2	—	2	—	1	—	—	—	—	—	—	—	—	—	1	2	8			
7. It should be discussed in Tripartite meetings and a collective agreement reached. ..	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	2			
8. Can normally be introduced by the mutual consent of Employers & Employees. ..	—	—	—	1	—	—	—	1	—	—	—	—	—	—	1	—	3	6			
9. Time Scale of pay should be replaced by earnings related to efforts. ...	—	—	—	1	1	1	—	—	—	—	—	—	—	—	—	—	—	3			
10. Setting up of a department to study Plan and lay down standard of work (through work study, job evaluation, job costing, quality control). ..	2	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	3	6			
11. We have introduced the scheme and it is satisfactory. ...	—	—	—	—	—	—	—	2	—	1	—	—	—	—	—	—	2	5			
12. The system is by and large not in operation in our concern...	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	2	4			

TABLE No. 2.299 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
13.	Minimum Wage and Production Bonus would be best steps.	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	3
14.	Payment by results can be introduced with the consent of unions.	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1	2
15.	Through collective bargaining.	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	1	2
16.	The system is neither productive nor feasible under the existing labour legislations.	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1
17.	We do not advocate this system.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1
18.	This system can be confined only to industries, where the contribution of labour has a direct bearing on Production.	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1
19.	In catering & Hotel Industry Banking and other industries this system is difficult to be introduced.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1
20.	This system should be introduced whether possible.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1
21.	This system has been introduced, has not worked well.	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	1
22.	Possible in all Scheduled industries and with changes in varied production industries.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1
23.	Everybody should be given equal opportunity to earn more.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1
24.	Payment by results are unknown in film industry.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	2
25.	It is not worth while to introduce such system.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1
26.	Other replies (Combination of above replies.)	..	1	2	1	..	..	3	6	2	..	..	..	1	..	1	..	7	24
27.	No comments.	5	4	6	6	2	..	..	4	2	2	1	6	..	1	3	..	61	103
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.299  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 165. What steps should be taken to introduce a system of payment by results in industries/activities where this system would be appropriate ?														
	All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total	
	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1. To be introduced all cases where the work can be measured as quality in a period of time.	—	—	—	2	—	—	—	—	—	—	—	—	2	4	
2. Proper norms be fixed after conducting work study..	1	—	—	1	—	—	—	—	—	—	1	—	1	4	
3. This system is satisfactory and can be introduced.	—	—	—	—	—	—	—	1	—	—	—	1	1	3	
4. It should be discussed in tripartite meetings and a collective agreements reached.	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
5. Can normally be introduced by the mutual consent of Employers and Employees.	—	—	—	1	—	—	—	—	—	—	—	—	1	2	
6. Unsuitable to plantation industries, time results depend upon nature.	1	—	—	—	—	—	—	—	—	—	—	—	—	1	
7. By setting up a Statutory Board industry-wise on Regional/Zonal basis	2	—	—	—	—	—	—	—	—	—	—	—	—	2	
8. Minimum Wage and Production bonus would be best steps.	—	—	—	1	—	—	—	—	—	—	—	—	1	2	
9. Workers must have a say in the quality of raw material, maintenance of machinery etc...	—	—	—	2	—	—	—	—	—	—	—	1	5	8	
10. A fair wage should be introduced before launching this scheme.	—	—	—	—	—	—	—	—	1	—	—	—	1	2	
11. Government should form a statutory board industry-wise on Zonal basis with representatives of workers, industry and government.	1	—	—	—	—	—	—	—	—	—	—	—	—	1	
12. The system is neither practicable nor feasible under the existing labour legislation.	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
13. We do not advocate this system.	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
14. Combination of above replies.	2	—	—	—	—	1	2	—	—	—	—	—	1	6	
15. No comments.	5	4	2	8	1	—	3	2	—	3	2	1	70	101	
TOTAL	12	4	2	15	1	1	5	3	1	3	3	3	88	141	



TABLE No. 4.299  
REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNIONS/ASSOCIATION-WISE

Serial Number	Q. No. 165. What steps should be taken to introduce a system of payment by results in industries/activities where the system would be appropriate?	Central Trade Unions										Employers Associations			
		INT.U.C.	Its affiliates	A.I.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	AT.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	To be introduced in all cases where the work can be measured as quantity in a period of time. . .	—	—	—	2	—	—	—	—	—	—	—	—	—	2
2.	Proper norms be fixed after conducting work study . . .	—	2	—	—	—	—	—	1	—	—	1	2	1	4
3.	Export industries should have the priority. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
4.	The scheme should be explained to work-men and should be attractive to them. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5.	The workers must be consulted and educated. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6.	This system is satisfactory and can be introduced. . .	—	1	—	—	—	—	—	—	—	—	—	—	—	1
7.	It should be discussed in tripartite meetings and a collective agreement reached. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
8.	Can normally be introduced by the mutual consent of employers' and employees'. . .	—	—	—	—	—	—	—	1	—	—	—	—	—	1
9.	Setting up of a department to study plan and lay down standards of work (through work study, job evaluation, job costing quality control). . .	—	—	—	—	—	—	—	—	—	—	—	—	—	4
10.	Unsuitable to plantation industries, results depend upon nature. . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—
11.	By setting up a statutory board industry-wise on regional/zonal basis. . .	—	2	—	—	—	—	—	—	—	—	—	—	—	—
12.	The system is by and large not in operation in our concern. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
13.	Minimum wage and production bonus would be best steps. . .	—	—	—	—	1	—	—	1	—	—	—	—	—	1
14.	Payment by results can be introduced with the consent of unions. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
15.	Workers must have a say in the quality of raw material, maintenance of machinery etc. . .	1	7	—	—	—	—	—	—	—	—	—	—	—	—
16.	A fair wage should be introduced before launching this scheme. . .	—	—	—	1	1	—	—	—	—	—	—	—	—	—
17.	Govt. should form a Statutory Board Industry-wise on zonal basis with representatives of workers, industries and Govt. . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
18.	The system is neither practicable nor feasible under the existing labour legislation. . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—
19.	We do not advocate this system . . .	—	3	—	2	—	—	—	—	1	—	—	—	—	4
20.	Various steps. . .	—	22	—	17	1	2	1	4	—	5	—	1	—	3
21.	No comments. . .	1	38	—	22	3	2	1	9	1	5	1	3	1	26
	TOTAL	1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1,300  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

[illegible]

TABLE No. 1.300 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
11.	Should be introduced after time and motion study .. ..	—	—	—	—	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2
12.	Trade unions should be kept in the picture but formulation and implementation should be management's responsibility. .. ..	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
13.	The scheme may be negotiated through collective bargaining which should be restricted to quantum of payment and in no case be extended to work norms. ....	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	2
14.	Difficult to introduce any incentive scheme with us on the line suggested above. ....	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
15.	This cannot be made a subject of open discussion by trade unions. ..	1	—	—	—	—	—	—	—	—	—	—	1	—	—	2	—	—	—	—	—	4
16.	This will bring inter union rivalry and affect production. ....	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17.	Agreed, it should be based on a scientific work study and realistic standard fixation. ....	—	—	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	3
18.	Not possible in industries like Banking, Hotel, Cinema etc. ....	—	—	—	2	—	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	4
19.	System of incentive in any form has many drawbacks. ....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
20.	Other replies .. ..	—	—	—	2	—	—	—	—	—	—	—	2	4	—	—	—	—	—	—	—	8
21.	No comments. ....	13	6	20	12	16	2	13	7	1	—	1	46	1	33	9	33	11	12	26	29	291
TOTAL .. ..		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2.300  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 166 Please state your views on the following guiding principles for introduction of incentive schemes. (a) Employers and workers should formulate a simple incentive system at the unit level and implement it on some agreed basis through collective bargaining. In every case, introduction of incentive schemes should be preceded by an agreement with trade unions.		Industry-wise Distribution of Respondents																	Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engg. including machine tools & Sc. instruments	Oil extraction, Refining and distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilisers	Chemicals & Chemical products	Paper and Paper pulp	Others			
1. The scheme should have a built-in safeguard allowing for modifications, if it is found disadvantageous to both the parties..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	11	14		
2. Should be drawn up through a mutually agreed panel of industrial and technical experts ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	1	3	6		
3. Agreed ..	—	8	2	6	2	2	4	10	3	—	—	4	2	4	3	1	40	91		
4. We don't agree ..	1	—	—	2	—	—	—	1	1	—	—	2	—	—	—	—	3	10	6	
5. Agreed, but subject to approval of workers' assent either through works committee/or in the joint management council or in any other way, except an agreement ..	—	—	—	—	—	—	—	1	1	—	—	—	—	—	—	1	2	5		
6. Agreed, if labour Directorate is also made a party to such a settlement. ..	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1		
7. Agreed, but it should cover all factories ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2		
8. It is not necessary that T.U. should be consulted ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1		
9. Incentive schemes should be simple and must be prepared on an agreed basis through collective bargaining ..	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	1	3		
10. Should be introduced after time and motion study ..	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	2		
11. Trade unions should be kept in the picture but formulation and implementation should be managements responsibility. ..	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1		
12. The scheme may be negotiated through collective bargaining—which should be restricted to quantum of payment in no case be extended to work norms. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	2		

TABLE No. 2.300 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
13.	Difficult to introduce any incentive scheme with us on the line suggested above .. ..	--	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1
14.	This cannot be made a subject of open discussion by trade unions .. ..	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1	1
15.	This will bring inter-union rivalry and affect production .. ..	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1
16.	Agreed, it should be based on a scientific work study and realistic standard fixation .. ..	--	--	--	--	--	--	--	--	--	1	--	--	--	--	--	--	1	2
17.	Not possible in industries like Banking, Hotel, Cinema etc. .. ..	--	--	--	--	--	--	--	--	--	1	--	1	--	--	--	--	1	3
18.	Other replies (combination of the above) .. ..	--	--	--	--	--	--	--	--	--	--	1	--	--	--	--	--	3	4
19.	No comments .. ..	6	--	7	12	2	--	--	3	1	1	--	4	--	--	4	--	58	98
TOTAL .. ..		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.300  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)**

Serial Number	Q. No. 166 (a) Please state your views on the following guiding principles for introduction of incentive schemes. Employers and workers should formulate a simple incentive system at the unit level and implement it on some agreed basis through collective bargaining. In every case, introduction of incentive schemes should be preceded by an agreement with trade unions.	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	The scheme should have built in safe guard allowing for modifications if it is found disadvantageous to both the parties.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
2.	Should be drawn up through a mutually agreed panel of industrial and technical experts.	—	—	—	—	—	—	—	—	—	—	1	—	—	1
3.	Agreed	7	—	—	6	—	—	2	1	1	—	—	—	13	30
4.	Agreed, but subject to approval of worker's assent either through works committee/or in the joint management council or in any other way except agreement.	—	—	—	—	—	1	—	—	—	—	—	—	—	1
5.	Agreed, but it should cover all factories.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6.	This cannot be made a subject of open discussion by trade unions.	—	—	—	—	—	—	—	—	—	—	1	—	1	2
7.	Not possible in industries like Banking, Hotel, Cinema etc.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
8.	System of incentive in any form has many drawbacks.	—	—	—	1	—	—	—	—	—	—	—	—	—	1
9.	Other replies	—	—	—	—	—	—	—	—	—	—	—	—	4	4
10.	No comments.	5	4	2	8	1	—	3	2	—	3	1	3	67	99
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4.300  
REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 166 Please state your views on the following guiding principles for introduction of incentive schemes.  (a) Employers and workers should formulate a simple incentive system at the unit level and implement it on some agreed basis through collective bargaining. In every case, introduction of incentive schemes should be preceded by an agreement with trade unions.	Central Trade Unions								Employers Associations					
		INT.U.C.	Its affiliates	A.L.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.T.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	The scheme should have built in safeguard for altering in case it is found disadvantageous to both the parties.	..	..	..	..	..	..	..	..	..	..	..	1	..	1
2.	Agreed .. .. .	..	14	..	3	..	..	..	4	1	..	1	1	1	12
3.	We do not agree .. .. .	..	..	..	..	..	..	..	..	..	..	..	..	..	3
4.	Agreed, but subject to approval of worker's assent either through Works Committee/or in the J.M.C. or in any other way and need not be an agreement.	..	1	..	..	..	..	..	..	..	..	..	..	..	2
5.	The scheme may be negotiated through collective bargaining which should be restricted to quantum of payment and in no case be expanded to work norms.	..	..	..	..	..	..	..	..	..	..	..	..	..	1
6.	Not possible in industries like Banking, Hotel and Cinema etc. .. .. .	..	..	..	..	1	..	..	..	..	..	..	..	..	..
7.	Other replies. .. .. .	1	..	..	..	2	..	..	..	..	..	..	..	..	..
8.	No comments. .. .. .	..	23	..	19	..	2	1	5	..	5	..	1	..	7
TOTAL		1	38	..	22	3	2	1	9	1	5	1	3	1	26

### REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Q. No. 166. Please state your views on the following guiding principles for introduction of incentive schemes.	Government Departments				Enterprises/Undertakings								Employers Association				Workers Unions								Others			
	Central	State			Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches			Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry wise)	Other Unions			Research and other Institutions	Individuals					
		Labour	Others including Local Bodies					Large size	Medium-size	Small-size		Large-size	Medium-size	Small-size														
			3	4															5	6	7			8	9	10	11	12
Serial Number	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23					
1. Such instances are rare, since a scientific/factory worked out system will automatically produce an out-turn with within the competence of the workers.	1	—	—	—	—	1	—	—	—	—	—	—	—	2	—	1	—	—	—	—	—	—	1	6				
2. Incentives shall be for production beyond norms fixed and normal wages for production upto norms.	2	1	—	—	—	8	—	—	1	—	—	—	—	3	4	1	2	—	—	—	1	—	—	23				
3. Such schemes will result either levelling down on levelling up of the job-ratio.	1	—	—	—	—	1	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3				
4. Agreed	—	12	3	48	25	1	1	9	2	1	2	1	19	—	9	3	14	—	—	3	6	8	166					
5. Minimum normal wages cannot be guaranteed/unless a minimum standard and quality output is assured or achieved.	—	—	—	—	—	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2					
6. Besides protecting normal wages, worker should be paid on the basis of rated performance.	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1					
7. Incentive element should not exceed 30 to 40% of worker's earnings.	—	—	—	—	—	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2					
8. Such a scheme is not considered feasible.	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2	4					
9. Agreed, in case sub-standard workers are not in employment	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	2					
10. Agreed, standard performance index to be worked out for each department and wage structure and wage incentive plans should be correlated.	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1					
11. Incentives should be left to the judgement of the employers.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1				
12. Incentives should be given for production beyond norms, and should not exceed normally 30 to 40% of workers earnings.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
13. No comments.	14	8	20	14	18	2	13	8	1	—	—	—	1	55	1	31	9	37	11	12	26	29	310	3				
TOTAL	18	21	23	74	45	4	24	11	2	2	2	2	84	7	42	15	51	11	15	33	40	524	524					



TABLE No. 2.301  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)**

Serial Number	Q. No. 165 Please state your views on the following guiding principles for introduction of incentive schemes. (b) In evolving wage incentive schemes, it should be ensured that these do not lead to rate-cutting. The worker's normal wages should be protected where it is not possible for him for circumstances beyond his control to earn an incentive. (Reply to part (b) only)																	Total	
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments.	Oil extraction, Refining and Distribution.	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers.	Chemicals and Chemical Products	Paper & paper pulp	Others		
1. Such instances are rare, since a scientifically worked out system will automatically produce an outturn within the competence of the worker. ..	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
2. Incentives shall be for production beyond norms fixed and normal wages for production upto norms. ..	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	3	
3. Such schemes will result either levelling down or levelling up of the job ratio. ..	—	3	—	—	—	—	—	—	—	1	—	—	1	1	1	—	5	12	
4. Agreed ..	—	4	1	5	3	—	5	13	4	—	—	5	1	5	2	3	54	108	
5. Minimum normal wages cannot be guaranteed unless a minimum standard quality output is assured or achieved. ..	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
6. Besides protecting normal wages, worker should be paid on the basis of rated performance. ..	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	
7. Incentive element should not exceed 30-40% of workers' earnings. ...	—	1	—	—	—	—	—	—	—	—	1	1	—	—	—	—	—	2	
8. Such a scheme is not considered feasible. ..	—	—	1	—	—	—	—	—	—	—	—	1	—	—	—	—	—	2	
9. Agreed, in case sub-standard workers are not in employment. ..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
10. Agreed, standard performance index to be worked out for each department and wage structure and wage incentive plans should be correlated. ..	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	
11. Incentives should be left to the judgement of the employers. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
12. Incentives should be given for production beyond norms, and should not exceed normally 30-40% of workers' earnings. ..	6	—	7	16	2	—	—	5	1	2	—	5	—	—	5	—	2	63	
13. No comments. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
TOTAL																			248

TABLE No. 3.301  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)**

Serial Number	Q.No. 166. Please state your views on the following guiding principles for introduction of incentive schemes (b) In evolving wage incentive schemes, it should be ensured that these do not lead to rate-cutting. The worker's normal wages should be protected where it is not possible for him for circumstances beyond his control to earn an incentive.  (Reply to Part (b) only)	2															Total
		All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others			
1	Such instances are rare, since a scientifically worked out system will automatically produce an outturn within the competence of the worker.	—	—	—	—	—	—	—	—	—	—	—	—	1	1	16	
2	Incentives shall be for production beyond norms fixed and normal wages for production upto norms .. .. .	—	—	—	—	—	—	—	—	—	—	2	—	5	7	7	
3	Such schemes will result either levelling down or levelling up of the job ratio. ....	—	—	—	—	—	—	—	—	—	—	—	—	1	1	1	
4	Agreed. .. ..	7	—	—	5	—	1	2	1	1	—	—	—	12	29	29	
5	Agreed, in case sub-standard workers are not in employment.	—	—	—	—	—	—	—	—	—	—	—	—	1	1	1	
6	Incentive should be given for production beyond norms and should not exceed 30-40% of workers earnings. ....	—	—	—	—	—	—	—	—	—	—	—	—	2	2	2	
7	No comments. .. ..	5	4	2	10	1	—	3	2	—	3	1	3	66	100	100	
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141	141	

TABLE No. 4.301  
**REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE**

Serial Number	Q.No. 166(b). In evolving wage incentive schemes, it should be ensured that these do not lead to rate-cutting. The worker's normal wages should be protected where it is not possible for him for circumstances beyond his control to earn an incentive.  [Reply to part (b) only]	Central Trade Unions										Employers Associations									
		I.N.T.U.C.		A.L.T.U.C.		U.T.U.C.		H.M.S.		B.M.S.		I.T.s affiliates		A.I.M.O.		I.T.s affiliates		Council of Indian Employers		I.T.s affiliates	
		3	4	5	6	7	8	9	10	11	12	13	14	15	16						
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16						
1.	Such instances are rare since a scientifically worked out system will automatically produce an out-turn within the competence of the worker. .. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	1						
2.	Incentives shall be for production beyond norms fixed and normal wages for production upto norms .. ..	1	1	—	—	2	—	—	—	—	—	—	1	—	—						
3.	Such schemes will result either levelling down or levelling up of the job rate. .. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1						
4.	Agreed .. ..	—	15	—	3	—	—	—	4	1	—	1	1	1	17						
5.	Agreed, in case sub-standard workers are not in employment. .. ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—						
6.	The matter should be decided through collective bargaining. ... ..	—	—	—	—	—	—	1	—	—	—	—	—	—	—						
7.	No comments .. ..	—	21	—	19	—	2	—	5	—	5	—	1	—	7						
TOTAL ..		1	38	—	22	3	2	1	9	1	5	1	3	1	26						

TABLE No. 1.302  
**REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS**

Serial No.	Q. No. 166; Please state your view on the following guiding principles for introduction of incentives scheme (c) Individual or group incentives be framed to cover both direct and indirect groups of workers (Reply to part (c) only)	Government Departments			Enterprises/Undertakings							Employers Associations			Workers Unions							Others		Total
		Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organisation	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals			
			Labour	Others including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium size	Small-size					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1.	Agreed	—	8	3	45	22	2	7	3	1	2	1	20	—	7	3	14	—	3	3	6	15		
2.	Not possible	—	—	—	2	1	—	—	—	—	—	—	3	—	—	—	—	—	—	—	2	8		
3.	Decided upon only through agreement between employers and workers	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	2		
4.	While the frame work should be simple, pattern will vary in relation to method of production and nature of work.	1	1	—	1	1	—	—	—	—	—	—	1	—	—	1	—	—	—	—	1	6		
5.	Should be such as will be fair to the both classes of workers.	1	—	—	7	—	—	1	—	—	—	—	—	6	1	2	—	—	—	1	—	19		
6.	Should confine only to direct-workers, twice the efficiency of indirect workers cannot be measured easily	—	—	—	3	—	—	1	—	—	—	—	3	—	—	—	—	—	—	2	—	9		
7.	Group incentives may be preferable for indirect workers.	—	—	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	2		
8.	Agreed, but with different norms to different workers.	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
9.	Only where a workers' performance could be measured	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2		
10.	It should be attempted only for workers directly engaged in a selected operation in the joint instance.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	—	2		
11.	Individual incentives would be better.	—	—	—	1	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	3		
12.	Individual incentives are not better.	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
13.	Agreed, but group incentives should be introduced only where individual incentives cannot be introduced due to work situation.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1		
14.	Doubtful about their introduction and coverage.	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2		
15.	No comments.	16	10	20	13	18	2	13	8	1	—	1	54	1	32	10	37	11	12	26	31	316		
	TOTAL	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524		

TABLE No. 2.302

**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)**

Serial Number	Q. No. 166: Please state your views on the following guiding principles for introduction of incentive schemes. (c) Individual or group incentives can be framed to cover both direct and indirect groups of workers. (Reply to part (c) only).																				Total
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel.	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport.	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper & paper pulp	Others				
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20			
1. Agreed.	—	7	2	6	2	3	5	9	4	—	—	4	1	6	4	1	49	103			
2. Not possible.	—	1	1	1	—	—	—	1	—	—	—	1	—	—	—	—	1	6			
3. While the framework should be simple, pattern will vary in relation to method of production and nature of work	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	1	3			
4. Should be such as will be fair to both the classes.	—	—	—	—	—	—	—	—	—	1	—	1	—	—	—	2	4	8			
5. Should confine only to direct workers, twice, the efficiency of indirect workers cannot be measured easily.	—	—	—	—	—	—	—	3	1	—	—	—	1	—	—	—	2	7			
6. Group incentives may be preferable for indirect workers.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1			
7. Agreed, but with different norms to different workers.	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1			
8. Only where a worker's performance could be measured.	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	2			
9. It should be attempted only for workers directly engaged in a selected operation in the first instance.	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1			
10. Individual incentives would be better.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	3			
11. Individual incentives are not better.	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1			
12. Agreed, but group incentives should be introduced only where individual incentives cannot be introduced due to work situation.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1			
13. Doubtful about their introduction and coverage.	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—			
14. No comments.	6	—	7	14	2	—	—	4	1	2	—	5	—	—	4	—	65	110			
TOTAL	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248			

TABLE No. 3302  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)**

Serial Number	Q.No. 166: Please state your views on the following guiding principles for introduction of incentive schemes.  (c) Individual or group incentives can be framed to cover both direct and indirect groups of workers. <i>See</i>  (Reply to part (c)) only															Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering, including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1. Agreed	.. ..	7	—	—	5	—	1	2	1	1	—	—	—	10	27	
2. Decided upon only through agreement between employers and workers.	.. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
3. Should such as will be fair to both the classes of workers	.. ..	—	—	—	—	—	—	—	—	—	—	2	—	7	9	
4. Group incentives may be preferable for industrial workers.	.. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
5. No comments	.. ..	5	4	2	10	1	—	3	2	—	3	1	3	69	103	
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4.302  
**REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE**

Serial Number	Q.No. 166: Please state your views on the following guiding principles for introduction of incentive schemes.  (c) Individual or group incentives can be framed to cover both direct and indirect groups of workers ?  (Reply to part (c) only)	Central Trade Unions										Employers Associations				
		3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	Agreed .. .. .	—	15	—	3	—	—	—	3	—	—	1	2	1	15	
2.	Decided upon only through agreement between employers and workers. .. .. .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	
3.	While the frame work should be simple, pattern will vary in relation to method of production and nature of work. .. .. .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
4.	Should be such as will be fair to both the classes of workers. .. .. .	1	1	—	—	3	—	—	—	—	—	—	—	—	1	
5.	Group incentives may be preferable to indirect workers. .. .. .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
6.	It should be attempted only for workers directly engaged in a selected operation in the first instance. .. .. .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
7.	Agreed, but group incentives should be introduced only where individuals incentive cannot be introduced due to work situation. .. .. .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
8.	No comments. .. .. .	—	22	—	19	—	2	1	5	—	5	—	1	—	7	
TOTAL .. .. .		1	38	—	22	3	2	1	9	1	5	1	3	1	26	

TABLE No. I.303  
**REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS**

Serial Number	Q. No. 166 : Please state your views on the following guiding principles for introduction of incentive schemes (d) An incentive scheme cannot be evolved without a work study undertaken with the cooperation of workers. Nevertheless, it should always be open to employers and workers to evolve a scheme by agreement or any other acceptable basis.	Government Departments				Enterprises/Undertakings						Employers Associations			Workers Unions						Others		Total
		Central	State			Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wide)	Other unions			Research and other Institutions	Individuals	
			Labour	Others including Local Bodies					Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1. Yes .. .. .	.. .. .	2	10	3	50	25	1	9	2	1	2	1	20	5	8	4	13	—	2	6	5	169	
2. The scheme is defective. .. .. .	.. .. .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	2	
3. Schemes worked out by management should also be implemented. .. .. .	.. .. .	1	—	—	—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	3	
4. While agreeing to the 1st part, it is suggested to take into account the problems of management and workers .. .. .	.. .. .	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	3	
5. Work study scheme is the most desirable .. .. .	.. .. .	—	—	—	5	—	—	1	—	—	—	—	6	—	—	—	—	—	—	—	1	13	
6. We do not agree with the first part and on the second, workers, cooperation is invited and not insisted .. .. .	.. .. .	—	—	—	2	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	3	
7. Long term incentive scheme must be on work study. .. .. .	.. .. .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
8. Bipartite negotiations are helpful. .. .. .	.. .. .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
9. Based on work studies and not collective bargaining. .. .. .	.. .. .	—	—	—	—	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2	
10. Not a feasible proposition. .. .. .	.. .. .	—	—	—	—	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	3	
11. The second method is crude and liable to be changed frequently. .. .. .	.. .. .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
12. Work study should only be done jointly by management and the union. .. .. .	.. .. .	—	1	—	—	—	—	—	1	—	—	—	—	1	—	—	1	—	1	—	—	5	
13. Work study scheme is the most desirable but the second method is crude and liable to be changed frequently. .. .. .	.. .. .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
14. No comments .. .. .	.. .. .	15	9	20	14	18	2	13	8	1	—	1	54	1	32	11	37	11	12	26	32	317	
TOTAL .. .. .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524	



TABLE No. 2.303  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number.	Q. No. 166: Please state your views on the following guiding principles for introductions of incentive schemes. (d) An incentive scheme cannot be evolved without a work study undertaken with the cooperation of workers. Nevertheless it should always be open to employers and workers to evolve scheme by agreement or any other acceptable basis.	(Reply to part (d) only).																			
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments.	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper & paper pulp	Others	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1.	Yes .. .. .	1	4	1	5	2	3	3	10	5	1	1	6	2	5	2	3	57	111		
2.	The Scheme is defective .. .. .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
3.	Schemes worked out by management should also be implemented .. .. .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	2		
4.	While agreeing to the 1st part, it is suggested to take into account the problems of management and workers. .. .. .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1		
5.	Work study scheme is the most desirable. .. .. .	—	3	—	3	—	—	1	—	—	—	—	—	—	1	2	—	2	12		
6.	We do not agree with the 1st part and on the second. .. .. .	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	2		
7.	Long term incentive Schemes must be on work study and Scientific basis. .. .. .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1		
8.	Based on work studies only and not through collective bargaining. .. .. .	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	2		
9.	Not a feasible proposition. .. .. .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2		
10.	The Second method is crude and liable to be changed frequently. .. .. .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
11.	Work-study should only be done jointly by management and the union. .. .. .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
12.	Work-study scheme is the most desirable but the second method is crude and liable to be changed frequently. .. .. .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
13.	No comments .. .. .	6	—	7	14	2	—	—	5	1	2	—	6	—	—	4	—	64	111		
TOTAL .. .. .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3.303  
**REPLIES TO THE QUESTIONNAIRE — INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)**

Serial Number	Q.No. 166: Please state your views on the following guiding principles for introduction of incentive scheme. (d) An incentive scheme cannot be evolved without a work study undertaken with the cooperation of workers. Nevertheless, it should always be open to employers and workers to evolve a scheme by agreement on any other acceptable basis.	[Reply to part (d) only]														Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools & scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1. Yes .. .. .	.. .. .	5	—	—	5	—	1	1	1	1	—	2	1	15	32	
2. We do not agree with the first part and on the second workers' cooperation is invited and not insisted. .. .. .	.. .. .	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
3. Bipartite negotiations are helpful .. .. .	.. .. .	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
4. Work study should only be done jointly by management and the union. .. .. .	.. .. .	1	—	—	—	—	—	1	—	—	—	—	—	1	3	
5. No comments. .. .. .	.. .. .	6	4	2	10	1	—	3	2	—	3	1	2	70	104	
TOTAL .. .. .		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4.303  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS-UNIONS/ASSOCIATION-WISE

Serial Number	2	Central Trade Unions										Employers Associations				
		INTUC	Its affiliates	AITUC	Its affiliates	UTUC	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates	1st affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	16
1. Yes .. .. .	..	1	15	—	2	3	—	—	3	1	—	1	2	1	1	16
2. Schemes worked out by management should also be implemented. .. .. .	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
3. Work study scheme is the most desirable. ..	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
4. We do not agree with the first part and on the second workers cooperation is invited. ..	..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
5. Bipartite negotiations are helpful ..	..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
6. Work study should only be done jointly by. ..	..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—
7. No comments .. .. .	..	—	22	—	19	—	2	1	5	—	5	—	1	—	—	8
TOTAL .. .. .	..	1	38	—	22	3	2	1	9	1	5	1	3	1	1	28

Q.No. 166(dj): An incentive schemes cannot be evolved without a work study undertaken with the cooperation of workers. Nevertheless it should always be open to employers and workers to evolve a scheme by agreement on any other acceptable basis.

TABLE No. 1.304

Serial Number	Q. No. 166: Please state your views on the following guiding principles for introduction of incentive schemes.  (e) Efforts should be made to reduce time rated categories to the minimum. This will ensure that all employees have an equal chance to increase their earnings with increase in productivity.  [Reply to part (e) only]	Government Departments				Enterprises/Undertakings						Employers Associations				Workers Unions						Others		Total
		State		Labour	Other including Local Bodies	Central Sphere	State Sphere	Cooperative	Large-size	Private		Central Organisations	State/Regional/Branches	Other Associations/Or-ganisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other institutions			
		Central	4							5	6							7	8	9		10	11	
		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1.	Agreed/Correct. . . . .	2	10	2	46	20	1	7	3	1	2	1	20	4	4	4	4	—	2	6	4	143		
2.	Not necessarily. . . . .	—	1	1	3	2	—	1	—	—	—	—	—	—	1	—	5	—	—	—	1	15		
3.	Whenever possible it should be done. . .	—	1	—	5	1	—	2	—	—	—	—	3	—	—	1	—	—	1	—	3	17		
4.	Not possible at present but can be done only when workers show more efficiency	—	—	—	—	—	1	—	—	—	—	—	2	—	—	—	—	—	—	—	—	3		
5.	Agreed, if certain sincerity is assured to all workmen. . . . .	—	—	—	1	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—	3		
6.	Not possible in all class of employees, for e.g., tool room, electroplating etc.	—	—	—	2	—	—	—	—	—	—	—	1	—	4	—	4	—	—	—	—	11		
7.	Minimum wage should be guaranteed based on time rate and incentive earnings should be in addition to it. . . . .	—	—	—	1	1	—	1	—	—	—	—	2	—	—	—	—	—	—	—	—	5		
8.	The statement is too dogmatic. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
9.	We do not agree. . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	2		
10.	No comments. . . . .	16	9	20	16	21	2	13	8	1	—	1	55	1	33	10	37	11	12	26	31	323		
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	6	42	15	51	11	15	33	40	523		

TABLE No. 2.304  
REPLIES TO THE QUESTIONNAIRE - INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 166 : Please state your views on the following guiding principles for introduction of incentiveschemes.  (e) Efforts should be made to reduce time rated categories to the minimum. This will ensure that all employees have an equal chance to increase their earnings with increase in productivity.  [Reply to part (e) only]	All Plantations																			Total
		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
		Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and Paper pulp	Others				
1.	Agreed/Correct.	..	..	1	7	1	5	2	3	2	7	5	1	1	5	2	6	2	3	48	101
2.	Not necessarily	..	..	—	—	—	—	1	—	2	—	—	—	—	—	—	—	1	—	2	6
3.	Wherever possible, it should be done	..	..	—	1	—	1	—	—	1	3	—	—	—	—	—	—	—	—	5	11
4.	Not possible at present but can be done only when workers show more efficiency.	..	..	—	—	2	1	—	—	—	—	—	—	—	—	—	—	—	—	—	3
5.	Agreed, if certain sincerity is assured to all workmen.	..	..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6.	Not possible in all class of employers, for Engineering, tool room, electroplating etc.	..	..	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	1	3
7.	Minimum wages should be guaranteed based in time rate and incentive earnings should be in addition to it.	..	..	—	—	—	—	1	—	—	1	—	—	—	—	—	—	—	—	3	5
8.	We do not agree.	..	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
9.	No comments.	..	..	6	—	7	15	2	—	—	5	1	2	—	7	—	—	5	—	67	117
TOTAL		..	..	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.304  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q No. 166 : Please state your views on the following guiding principles for introduction of incentive schemes:  (e) Efforts should be made to reduce time rated categories to the minimum. This will ensure that all employees have an equal chance to increase their earnings with increase in productivity.	[Reply to part (e) only]														Total
		All Plantations	Mining including Coal	Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	
1	2	3	4	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Agreed/Correct .. .. .	4	—	—	—	—	—	—	1	1	—	—	2	—	10	18
2.	Not necessarily .. .. .	—	—	—	—	3	—	—	—	—	1	—	—	1	1	6
3.	Whenever possible it should be done .. .. .	1	—	—	—	—	—	1	—	—	—	—	—	—	—	2
4.	Agreed if certain sincerity is assured to all workmen .. .. .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
5.	Not possible in all class of Employers, for Engineering tool room, electroplating, etc. .. .. .	2	—	—	—	2	—	—	—	—	—	—	—	—	4	8
6.	We do not agree .. .. .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
7.	No comments. .. .. .	5	4	2	2	10	1	—	3	2	—	3	1	2	72	105
TOTAL .. .. .		12	4	2	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4.304  
**REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE**

Serial No.	Q. No. 166 : Please state your views on the following guiding principles for introduction of incentive schemes.  (e) Efforts should be made to reduce time-rated categories to the minimum. This will ensure that all employees have an equal chance to increase their earnings with increase in productivity.  [Reply to part (e) only]	Central Trade Unions										Employers Associations			
		INT.U.C.	Its affiliates	ALT.U.C.	Its affiliates	UT.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.T.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Agreed/Correct .. ..	1	5	—	1	1	—	—	3	—	—	1	2	1	15
2.	Not necessarily .. ..	—	2	—	1	—	—	—	1	1	—	—	—	—	—
3.	Wherever possible, it should be done ..	—	1	—	—	—	—	—	—	—	—	—	—	—	2
4.	Agreed if certain sincerity is assured to all workmen. .. ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—
5.	Not possible in all class if employers for Engineering, tools, room, electroplating etc. ..	—	8	—	—	—	—	—	—	—	—	—	—	—	1
6.	We do not agree .. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	—
7.	No comments. .. ..	—	21	—	20	1	2	1	5	—	5	—	1	—	8
<b>TOTAL</b>		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1.305  
**REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS**

Serial Number	Q. No. 166: Please state your views on the following guiding principles for introduction of incentive schemes.  (f) Wage incentives should generally provide extra earnings only after a mutually agreed level of efficiency has been achieved.  [Reply to part (f) only]	Government Departments				Enterprises/Undertakings						Employers Associations				Workers Unions						Others		Total
		State		Central	Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches			Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals	
		Labour	Others including Local Bodies					Large-size	Medium-size	Small-size		Large-size	Medium-size	Small-size										
																			3	4	5			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1.	Agreed	3	12	3	55	25	2	10	3	1	2	1	22	—	10	3	12	—	3	6	7	180		
2.	Not agreed	1	—	—	2	—	—	—	—	—	—	—	—	2	—	—	1	—	—	—	1	7		
3.	Not necessarily, non financial incentives like security of employment-welfare activity etc., are there to take care of this	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	—	—	—	—	2		
4.	Yes, if efficiency covers both the rate of output and total quantum of output in a given period	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2		
5.	Agreed, but differentiation should be made between a new factory and an existing factory.	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	2		
6.	Yes, Agreement should also lay down norms for other working conditions.	—	—	—	—	1	—	—	—	—	—	—	—	1	—	1	—	—	—	—	—	3		
7.	Yes, but level of efficiency should be fixed after evaluating work study.	—	—	—	1	—	—	1	—	—	—	—	4	—	—	—	—	—	—	—	—	6		
8.	Incentives have to start near about the reference index	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
9.	There, only if the working conditions and others are fulfilled.	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	2		
10.	This is all right where the minimum basic wages are guaranteed.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1		
11.	No comments	14	9	20	14	17	2	13	8	1	—	1	57	1	32	11	37	11	12	26	32	318		
TOTAL		18	921	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524		



TABLE No. 2.305  
**REPLIES TO THE QUESTIONNAIR—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)**

Serial No.		(Reply to part (f) only)																				Total
		All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and Paper pulp	Others				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20			
1.	Agreed .. .. .	2	8	2	6	3	3	5	9	5	1	1	6	2	5	3	3	57	121			
2.	Not agreed .. .. .	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	2			
3.	Yes, if efficiency covers both the rate of output and total quantum of output in a given period.	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	—	2			
4.	Agreed, but differentialism should be made between a new factory and an existing factory. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1			
5.	Yes, agreement should also lay down norms for other working conditions. ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1			
6.	Yes, but level of efficiency should be fixed after evaluating work study.	1	1	—	—	—	—	1	1	—	—	—	—	—	—	—	—	2	6			
7.	Incentives have to start near about the reference Index. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1			
8.	This is all right where the minimum basic wages are guaranteed. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1			
9.	No comments. ..	4	—	8	15	2	—	—	5	1	2	—	5	—	—	4	—	67	113			
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248			

TABLE No. 3.305  
**REPLIES TO THE QUESTIONNAIRE — INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)**

Serial No.	Q. No. 166 Please state your views on the following guiding principles for introduction of incentiveschemes: (f) Wage incentives should generally provide extra earnings only after a mutually agreed level of efficiency has been achieved. [Reply to part (f) only]	All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1. Agreed	..	7	—	—	5	—	—	2	1	—	—	—	—	13	28
2. Not agreed	..	—	—	—	—	—	—	—	—	1	—	1	—	1	3
3. Not necessarily, non financial incentives like security of employment welfare facility etc., are there to take care of this.	..	1	—	—	—	—	—	—	—	—	—	—	—	1	2
4. Yes, agreement should also lay down norms for other working conditions.	..	—	—	—	—	—	1	—	—	—	—	—	—	1	2
5. True, only if the working conditions and others are fulfilled.	..	—	—	—	—	—	—	—	—	—	—	—	—	2	2
6. No comments.	..	4	4	2	10	1	—	3	2	—	3	2	3	70	104
<b>TOTAL</b>	..	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4.305  
**REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE**

Serial Number	Q. No. 166 : Please state your views on the following guiding principles for introduction of incentive schemes.  (f) Wage incentives should generally provide extra earnings only after a mutually agreed level of efficiency has been achieved  [Reply to part (f) only]	Central Trade Unions										Employers Associations				
		INT.U.C.	Its affiliates	AT.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.T.M.O.	Its affiliates	Council of Indian Employers	Its affiliates	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	Agreed.     ..     ..	—	14	—	2	—	—	—	5	1	—	1	2	1	17	
2.	Not agreed.     ..     ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	
3.	Not necessarily, non financial incentives like security of employment welfare facility etc., are there to take care of this.     ..     ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	
4.	Yes, if efficiency covers both the rate of output and total quantum output in a given period.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
5.	Yes, agreement should also lay down norms for other working conditions.     ..     ..	1	1	—	—	—	—	—	—	—	—	—	—	—	1	
6.	Yes, but level of efficiency should be fixed after excluding work study.     ..     ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
7.	True, only if the working conditions and others are fulfilled.     ..     ..	—	—	—	—	2	—	—	—	—	—	—	—	—	—	
8.	This is all right where the minimum basic wages are guaranteed.     ..     ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
9.	No comments.     ..     ..	—	23	—	19	—	2	1	4	—	5	—	—	1	6	
TOTAL     ..     ..		1	38	—	22	3	2	1	9	1	5	1	3	1	26	

TABLE No. 1.306  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 166: Please state your views on the following guiding principles for introduction of incentive schemes.  (g) To ensure quality of production incentive payments should be generally allowed only if the output has been approved on inspection by management.	Government Departments				Enterprises/Undertakings						Employers Associations			Workers Unions						Others		Total
		State		Other including Local Bodies	Centre Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Or- ganisation	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and Other in-stitutions	Individuals		
		Central	Labour					Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1.	Yes/agreed ..	3	7	2	60	23	2	11	2	1	2	1	26	2	6	3	8	—	2	7	6	174	
2.	Not necessarily ..	—	—	1	—	—	—	—	—	—	—	—	1	1	1	—	—	—	—	—	1	5	
3.	Inspection section should be independent of the incentives Bonus Scheme.	—	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	2	
4.	In case of differences a decision of a Joint Committee should be final.	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2	
5.	It has the risk of workers not getting fair deal regarding incentive payment.	—	—	—	1	1	—	—	—	—	—	—	—	—	—	1	1	—	1	—	—	5	
6.	Worker should be associated in assessing the quality of the output.	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2	
7.	It should be by management and the union representatives together.	—	1	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	3	
8.	Yes, subject to good quality of raw-materials working and conditions.	—	—	—	1	1	—	—	—	—	—	—	—	1	1	1	1	—	—	—	—	6	
9.	This is dangerous as it will lead to mal-practices and disprints.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	4	
10.	Not always a sample inspection may be made.	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
11.	Quality of production should be safe guarded while allowing incentives schemes.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	
12.	Yes, agreed but the workers should be associated in assessing the quality of the output.	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
13.	No comments.	15	10	19	12	18	2	13	8	1	—	1	57	1	34	10	38	11	12	26	33	321	
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524	

TABLE No. 2.306  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial No.	Q. No. 166 : Please state your views on the following: guiding principles for introduction of incentive schemes.	(g) To ensure quality of production incentive payments, should be generally allowed. Only if the out put has been approved on inspection by the management.	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemical and Chemical Products	Paper and paper pulp	Others	Total
1	2		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1.	Yes/Agreed	..	1	6	2	8	2	2	6	14	5	1	1	5	2	6	3	3	61	128
2.	Not necessarily	..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
3.	Inspection section should be independent of the incentive bonus scheme.	..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
4.	It has the risk of workers not getting fair deal regarding incentive payment.	..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	—	—	2
5.	It should be by management and the unions representatives together.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6.	Yes, subject to good quality of raw materials working conditions.	..	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	2
7.	Quality of production should be safeguarded while allowing incentive schemes.	..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
8.	No comments.	..	5	—	8	14	2	—	—	4	1	2	—	6	—	—	4	—	66	112
	TOTAL	..	6	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	128	248

TABLE No. 3.306  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial No.	Q. No. 166 : Please state your views on the following guiding principles for introduction of incentive schemes. (g) To ensure quality of production, incentive payments should be generally allowed only if the output has been approved on inspection by the management.	[Reply to part (g) only]	All Plantations													Total	
			3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	1. Yes/agreed	..	3	—	—	3	—	—	1	1	1	—	2	—	12	23	
2	2. Not necessarily	..	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
3	3. In case of differences, a decision of a Joint Committee should be final.	..	1	—	—	—	—	—	—	—	—	—	—	—	—	1	
4	4. It has the risk of workers not getting fair deal regarding incentive payment.	..	3	—	—	—	—	—	—	—	—	—	—	—	—	3	
5	5. Workers should be associated in assessing the quality of the output.	..	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
6	6. Yes, subject to good quality of raw materials and working conditions.	..	—	—	—	1	—	1	—	—	—	—	—	—	1	3	
7	7. Yes, but the word 'generally' should be deleted.	..	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
8	8. This is dangerous as it will lead to malpractices and disputes.	..	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
9	9. No comments.	..	5	4	2	10	1	—	3	2	—	3	1	3	72	106	
TOTAL			12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4.306  
**REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE**

Serial Number	Q. No. 166: Please state your views on the following guiding principles for introduction of incentive schemes.  (g) To ensure quality of production, incentive payments should be generally allowed only if the output has been approved on inspection by the management.  [Reply to part (g) only]	Central Trade Unions										Employers Associations			
		3	4	5	6	7	8	9	10	11	12	13	14	15	16
1		1	10	—	—	1	2	—	3	—	—	1	2	1	18
2. Yes/agreed	..	—	—	—	—	—	—	—	—	—	—	—	—	—	1
2. Not necessarily	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—
3. It has the risk of workers not getting fair deal regarding incentive payment.	..	—	2	—	—	—	—	—	—	—	—	—	—	—	—
4. Workers should be associated in assessing the quality of the out-put.	..	—	1	—	—	—	—	—	—	—	—	—	—	—	—
5. Yes, subject to good quality of raw materials.	..	—	1	—	1	—	—	—	1	—	—	—	—	—	—
6. Yes, but the word 'generally' should be deleted	..	—	—	—	—	1	—	—	—	—	—	—	—	—	—
7. This is dangerous as it will lead to mal-practices and disputes.	..	—	1	—	—	—	—	—	—	—	—	—	—	—	—
8. No comments.	..	—	23	—	19	—	2	1	5	1	5	—	1	—	7
TOTAL	..	1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE NO. 1.307  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 166: Please state your views on the following guiding principles for introduction of incentive schemes.  (b) Incentive earnings should not fluctuate very much. This requires a certain degree of planning so that material delays, machine-breakdowns etc., are controlled.	Government Departments				Enterprises/Undertakings						Employers Associations			Workers Unions						Others		Total
		State		Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals		
		Central	Labour					Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1.	This is a managerial function, which will not be lapsed wantonly, by them in the interest of greater production.	3	1	—	11	1	—	—	—	—	—	—	1	—	—	—	—	—	—	1	—	—	18
2.	Yes agreed	—	10	4	46	22	2	11	3	1	2	1	21	6	10	4	13	—	3	6	6	6	171
3.	Yes, if the workers cooperate with the management.	—	—	—	—	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2
4.	If there are such delays, the normal wages should be guaranteed.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5.	Yes, a formula will have to be prepared depending upon the facts in each case.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
6.	Yes, but in Plantation industry, it should be subject to seasonal fluctuation.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	—	2
7.	Not agreed	—	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
8.	A ceiling may be put.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
9.	No serious harm in fluctuation, as it cannot be avoided altogether.	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2
10.	It may fluctuate but materials delays and machines breakdowns should be avoided.	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
11.	No comments.	15	10	19	14	19	2	13	8	1	—	1	58	1	32	10	38	11	12	26	33	323	
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524	



TABLE No. 2.307  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper & paper pulp	Others	Total	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1.	This is a managerial function, which will not be lapsed wantonly, by them in the interest of greater production. . .	—	—	—	—	1	—	1	—	1	1	—	1	—	1	—	1	6	13
2.	Yes, agreed. . .	—	8	2	6	2	3	5	13	4	—	—	3	2	4	1	2	34	109
3.	Yes, if the workers co-operate with the management. . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	2
4.	If these are such delays the normal wages should be guaranteed. . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
5.	Yes, but in plantation industry, it should be subject to seasonal fluctuations. . .	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6.	Not agreed . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7.	A ceiling may be put. . .	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	—	—	2
8.	No serious harm inflection, as it cannot be avoided altogether. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	2
9.	It may fluctuate with material delays and machine breakdowns should be avoided. . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
10.	No comments. . .	5	—	8	16	2	—	—	4	1	2	—	6	—	1	5	—	66	116
TOTAL . .		6	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	128	248

TABLE No. 3.307  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	[Reply to part (h) only]	All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	This is a managerial function, which will not be lapsed wantonly, by them in the interest of greater production. . .	—	—	—	—	—	—	—	—	—	—	1	—	3	4
2.	Yes, agreed . .	7	—	—	5	—	—	2	1	1	—	—	—	12	28
3.	Yes, if the workers co-operate with the management. . .	—	—	—	—	—	—	—	—	—	—	1	—	—	1
4.	Yes, a formula will have to be prepared depending upon the facts in each case. . .	—	—	—	—	—	1	—	—	—	—	—	—	—	1
5.	Yes, but in plantation industry, it should be subject to seasonal fluctuations. . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6.	Not agreed . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
7.	No comments. . .	5	4	2	10	1	—	3	2	—	3	1	3	71	105
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	147

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 166: Please state your views on the following guiding principles for introduction of incentive schemes.  (h) Incentive earnings should not fluctuate very much. This requires a certain degree of planning so that material delays, machine breakdowns etc., are controlled.  [Reply to part (h) only]	Central Trade Unions											Employers Associations			
		INTUC	Its affiliates	ALTUC	Its affiliates	UTUC	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	This is a managerial function, which will not be lapsed want only, by them in the interest of greater production. . . .	1	—	—	—	1	—	—	—	—	—	—	1	—	—	
2.	Yes, agreed. . . .	—	14	—	3	—	—	—	4	1	—	1	1	1	17	
3.	Yes, a formula will have to be prepared depending upon the facts in each case. . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	
4.	Yes, but plantation industry, it should be subject to seasonal fluctuation. . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	1	
5.	Not agreed . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	1	
6.	No comments. . . .	—	23	—	19	—	2	1	5	—	5	—	1	—	7	
TOTAL . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26	

TABLE No. 1.308  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Department										Enterprises/Undertaking					Employers Associations			Workers Unions						Others		Total
	State			Central Sphere			State Sphere			Cooperative			Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	All India Unions (Industry-wise)	Others Union			Research and other Institutions	Individuals			
	Central	Labour	Others including Local Bodies	Large-size	Medium-size	Small-size	Large-size	Medium-size	Small-size	Large-size	Medium-size	Small-size															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23					
1.	Since the workers get their minimum wage, even under these circumstances, he should not complain or this could be ensured by a fall-back wage.	—	—	—	8	1	—	3	—	—	—	—	3	—	—	—	—	—	—	—	—	—	15				
2.	Yes/Agreed.	2	10	3	44	22	2	8	3	1	1	—	16	6	9	5	13	—	3	7	7	162					
3.	The time rate factor is essential.	—	1	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3					
4.	Yes, it is possible only in an efficiently run unit.	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2					
5.	Both employer and employee should share the difficulties.	—	—	—	—	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2					
6.	Only basic wages must be allowed to be paid.	—	—	—	2	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3					
7.	Employer also should be allowed to stop incentive schemes temporarily in case of events happening beyond their control.	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2					
8.	Incentives should be stopped temporarily in all events beyond the control and only basic wages paid.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1					
9.	Employers should be allowed according to low in all such cases.	—	—	—	—	1	—	—	—	—	1	1	—	—	—	—	—	—	—	—	—	3					
10.	Not agreed	—	—	—	1	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	4					
11.	Fall-back wages take care of this.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	1					
12.	No comments	16	9	20	15	19	2	13	8	1	—	1	59	1	33	10	38	11	12	26	32	326					
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524					

TABLE No. 2.308  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and paper pulp	Other Industries	Total		
Q. No. 166. (i) The scheme should itself safeguard adequately the interests of the worker if he is forced to remain idle due to circumstances entirely beyond his control such as non-supply of raw materials, machine breakdowns etc.																				
1. Since the workers get his minimum wage, even under these circumstances, he should not complain or this could be ensured by a 'fall-back wage.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
2. Yes, agreed	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
3. The time rate factor is essential	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
4. Yes, it is possible only in an efficiently run unit.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
5. Both employer and employee should share the difficulties.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
6. Only basic wages must be allowed to be said	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
7. Employer also should be allowed to stop incentive schemes temporarily in case of events happening beyond their control.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
8. Incentive should be stopped temporarily in all event beyond the control and only basic wages paid.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
9. Employers should be allowed according to law in all such cases.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
10. Not agreed.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
11. Fall back wages take care of this.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
12. No comments.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
TOTAL	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3.308  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
			All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including machine tools and Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
Q. No. 166: Please state your views on the following guiding principles for introduction of incentive schemes: (i) The scheme should itself safeguard adequately the interests of the worker if he is forced to remain idle due to circumstances entirely beyond his control such as non-supply of raw materials, machine breakdowns, etc.																
1. Yes, agreed	..	..	7	—	—	5	—	1	2	1	1	—	2	—	17	36
2. No comments	..	..	5	4	2	10	1	—	3	2	—	3	1	3	71	105
TOTAL	..	..	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4.308  
REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 166: Please state your views on the following guiding principles for introduction on incentive schemes.  (i) The scheme should itself safeguard adequately the interests of the worker if he is forced to remain idle due to circumstances entirely beyond his control such as non-supply of raw materials, machine breakdowns, etc.  [Reply to part (i) only]	Central Trade Unions										Employers Associations				
		INTUC	Its affiliates	AITUC	Its affiliates	UTUC	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.T.M.O.	Its affiliates	Council of Indian Employers	Its affiliates	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	Since the worker gets his minimum wage, even under these circumstances, he should not complain or this could be ensured by a 'fall back wage'	—	—	—	—	—	—	—	—	—	—	—	1	—	2	
2.	Yes, agreed .. .. .	1	16	—	3	3	—	—	4	—	—	—	—	1	15	
3.	Incentives should be stopped temporarily in all events beyond the control and only basic wages paid. .. .. .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
4.	Employers should be allowed according to law in all such cases. .. .. .	—	—	—	—	—	—	—	—	—	—	1	1	—	—	
5.	No comments .. .. .	—	22	—	19	—	2	1	5	1	5	—	1	—	8	
	TOTAL .. .. .	1	38	—	22	3	2	1	9	1	5	1	3	1	26	

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

TABLE No. 1.309

Serial Number	Government Departments										Enterprises/Undertakings						Employers Associations				Workers Unions						Others		Total																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
	Central			State			Local Bodies			State Sphere			Cooperative			Private			Central Organisations			State/Regional Branches			Other Associations/Organisations			Central Trade Unions			State/Regional Branches			All India Unions (Industry-wise)			Other Unions			Research and Other		Individuals																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
1. Non-financial incentives will only have a place in increasing productivity ..	—	—	—	2	1	—	—	—	—	1	1	4	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	10																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
2. Among some enlightened workers ..	3	—	—	6	—	—	—	—	—	—	—	2	6	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
3. Normally the workers are interested in what he can spend and his current earnings. ....	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
4. True, but the most important incentive is the extra income to the workers. ..	—	1	1	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
5. Agreed. ....	—	9	2	44	26	2	9	2	1	1	—	16	—	7	3	11	—	3	5	5	—	—	—	—	—	—	—	—	—	—	—	—	—	146																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
6. Absolute security of jobs in public sectors has become the cause of law productivity. ....	—	—	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
7. Not necessary ..	—	—	—	2	1	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
8. Non-financial incentives more important for skilled workers where pride status count. ....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
9. Yes, except the incentive of security of employment ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
10. Financial incentive alone play a prominent role. ....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
11. Extra income certainly of acts as an incentive, since the worker is interested in his current earnings and spending. ....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
12. Both these are important depending upon circumstances. ....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
13. No comments. ....	15	11	20	15	17	2	13	8	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—



TABLE No. 2.309  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 166 : Please state your views on the following guiding principles for introduction of incentive schemes.  (i) Apart from financial incentives, non-financial incentives like better security of employment, job satisfaction, job status, etc., have also a place in increasing productivity.  (Reply to part (i) only)	Industry-wise Distribution of Respondents																		Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and paper pulp	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1.	Non financial incentives will only have a place in increasing productivity. ..	—	1	—	1	—	—	—	1	—	1	—	—	—	1	—	—	4	9	
2.	Among some enlightened workers. ..	—	2	—	—	—	—	—	—	—	1	1	1	—	—	—	—	3	8	
3.	Normally the workers are interested in what he can spend and his current earnings. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	
4.	True, but the most important incentive is the extra income to the worker ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	2	
5.	Agreed ..	—	4	2	4	3	2	5	10	5	—	—	7	2	3	1	3	50	101	
6.	Absolute security of jobs in public sectors has become the cause of low productivity ..	—	—	—	—	—	1	—	1	—	—	—	—	—	—	—	—	—	2	
7.	Not necessarily. ..	—	1	—	—	—	—	1	1	—	—	—	—	—	—	1	—	1	5	
8.	Financial incentive alone plays a prominent role ..	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
9.	Extra income certainly acts as an incentive since the worker is interested in the current earnings and spending. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
10.	Both are important depending upon circumstances ..	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
11.	No comments ..	6	—	8	16	2	—	—	5	1	1	—	4	—	—	5	—	68	116	
TOTAL ..		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3.309  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)**

Serial Number	Q. No. 166 : Please state your views on the following guiding principles for introduction of incentive schemes.  (i) Apart from financial incentives, non-financial incentives like better security of employment, job satisfaction, job status, etc., have also a place in increasing productivity.  [Reply to part (i) only]	Industry-wise Distribution of Respondents (Unions)														Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	Among some enlightened workers...	..	..	..	..	..	..	..	..	..	..	2	..	6	8	
2.	True, but the most important incentive is the extra income to the worker	1	..	..	..	..	..	..	..	..	..	..	..	..	1	
3.	Agreed ..	6	..	..	4	..	1	2	1	1	..	..	..	9	24	
4.	Yes, except the incentive of security of employment.	..	..	..	1	..	..	..	..	..	..	..	..	1	2	
5.	No comments	5	4	2	10	1	..	3	2	..	3	1	3	72	106	
TOTAL ..		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4.309

**REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE**

Serial Number	2	Central Trade Unions										Employers Associations			
		INTUC	Its affiliates	AITUC	Its affiliates	UTUC	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Non-financial incentives will only have a place in increasing productivity. . .	—	—	—	—	—	—	—	—	—	—	1	1	—	—
2.	Among some enlightened workers . .	1	—	—	—	3	—	—	—	—	—	—	—	—	—
3.	Normally the workers are interested in what he can spend and his current earnings. . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—
4.	Agreed. . .	—	14	—	2	—	—	—	4	—	—	—	—	1	14
5.	Absolute security of jobs in public sectors has become the cause of low productivity. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6.	Not necessarily . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7.	Yes, except the incentive of security of employment. . .	—	1	—	1	—	—	—	—	—	—	—	—	—	—
8.	Financial incentive does play a prominent role . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
9.	Both these are important depending upon circumstances. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
10.	No comments. . .	—	23	—	19	—	2	1	5	1	5	—	1	—	8
<b>TOTAL</b>		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No.	1.310
	2.310
	3.310
	4.310

**Q. No. 167.** What should be the respective roles of labour, management and Government in raising productivity ?

—:0:—:0:—

The replies have not been tabulated due to some technical difficulties.

TABLE No. 1.311  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 168 : (a) How should the gains of productivity be measured ?	Government Departments			Enterprises/Undertakings						Employers Associations			Workers Unions						Others		Total	
		Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organizations	State/Regional Branches	Other Associations/Organisations.	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals		
			Labour	Other including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1.	Gains of productivity can be measured.	—	3	—	6	4	—	2	—	—	—	—	2	—	5	1	8	—	—	—	1	—	32
2.	Can be measured only after conducting work studies and after bilateral agreements.	—	1	—	1	—	—	1	—	—	—	—	3	—	—	—	1	—	—	—	—	—	7
3.	By reduction in cost of production and resultant increased profits.	—	1	—	2	3	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	7
4.	By calculating the proportionate change in net value added due to proportionate change in labour and capital.	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	3
5.	On the basis of "breakevens" under standard costing.	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1
6.	Production over normal production is gains of productivity.	—	—	2	4	1	—	—	1	—	—	—	4	—	—	—	1	—	1	—	—	—	14
7.	Can be measured on the basis of output in relation to input.	—	—	—	6	1	—	—	—	—	—	—	1	—	2	—	—	—	—	—	—	—	10
8.	Measuring gains does not arise since introduction of the Bonus Act for leaves any margin for further gains.	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
9.	By measuring raw material wastage, the rate of consumption of equipment, the accident rate etc.	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
10.	By careful study in each unit depending on nature of production equipment, etc.	—	—	—	—	—	—	1	—	—	—	—	2	—	—	—	—	—	—	—	—	—	4
11.	Difficult to measure since it is not possible to isolate contribution of each factor.	—	1	—	3	1	—	2	1	—	1	—	2	—	—	—	—	—	—	1	—	—	12

TABLE No. 1.311 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
12.	Gains are difficult to be measured but productivity can be done.	..	..	..	1	2	..	1	..	..	..	..	2	..	..	..	1	..	..	..	..	..
13.	By introducing proper and scientific methods.	..	..	..	1	1	..	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..
14.	By a comparative study of economic position of the Industry before and after introduction of productivity techniques.	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
15.	Some rough idea can be laid down by comparing the income with capital investment per capita etc.	..	..	..	1	..	..	..	..	..	..	..	2	..	..	..	..	..	..	..	..	..
16.	By estimating the difference in the respective outputs prior to adoption of productivity techniques and subsequent to it.	..	..	..	1	1	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..
17.	Can be measured in terms of the activity.	..	2	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..
18.	Can be measured by dividing the question of production by number of persons employed.	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
19.	The formula evolved by the national productivity council is satisfactory	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..
20.	Can be measured with the help of the balance sheet of every concern.	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..
21.	Can be measured as a rates of estimated product per unit of labour time and the actual product per unit of labour time spent.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..
22.	Should not be measured only from financial point of view increased co-operation and feelings of oneness among workers and staff should also be considered.	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..
23.	There are standard mathematical formula for increasing the gains of productivity.	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..
24.	Should be measured by the increased National Income.	..	..	..	1	..	..	1	..	..	..	..	..	..	1	..	..	..	..	..	..	..
25.	Can be measured taking into account the different factors of production.	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
26.	No comments.	..	18	12	21	42	29	4	14	9	1	..	63	7	33	14	39	11	13	30	39	400
	TOTAL	..	18	21	23	74	45	4	24	11	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2.311  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 168 : (a) How should the gains of productivity be measured?	2																		Total
		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1																				
1.	Gains of productivity can be measured.	—	2	—	1	1	—	—	1	—	—	—	1	—	—	1	—	—	7	14
2.	Can be measured only after conducting work studies and after bilateral agreements.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	4	5	
3.	By reduction in cost of production and resultant increased profits.	—	—	—	1	—	1	1	—	—	—	—	—	—	—	—	1	2	6	
4.	By calculating the proportionate change in net value added due to proportionate change in labour and Capital	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
5.	On the basis of "breakevens" under standard costing	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
6.	Production over normal production is gains of productivity.	—	1	—	3	—	—	—	1	—	—	—	—	—	1	—	—	4	10	
7.	Can be measured on the basis of output in relation to their input.	—	—	—	1	—	—	1	1	—	—	—	1	1	—	1	—	2	8	
8.	Measuring gains does not arise since introduction of the Bonus Act for leaves any margin for further gains.	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	2	
9.	By careful study in each unit, depending on nature of production equipment etc.	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	1	3	
10.	Difficult to measure since it is not possible to isolate contribution of each factor.	—	—	—	2	1	—	1	1	—	—	—	—	1	1	—	—	3	10	
11.	Gains are difficult to be measured but productivity can be done.	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	1	3	6	
12.	By introducing proper and scientific methods	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	2	4	
13.	By a comparative study of economic position of the industry before and after introduction of Productivity techniques.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	

TABLE No. 2.311 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14.	Some rough idea can be laid by comparing the income with Capital investment per capita etc. ..	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	3
15.	By estimating the difference in the respective outputs prior to adoption of productivity techniques and subsequent to it. ..	—	—	—	—	1	—	—	—	—	—	—	—	—	1	—	—	—	2
16.	Can be measured by dividing the quantum of production by number of persons employed ..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
17.	The formula evolved by the National Productivity Council is satisfactory. ..	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
18.	Can be measured with the help of the Balance Sheet of every concern. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
19.	Should not be measured only from financial point of view increased cooperation and feelings of oneness among workers and staff should also be considered ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
20.	There are standard mathematical formula for measuring the gains of productivity ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
21.	Should be measured by the increased National Income ..	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	2
22.	Can be measured taking into account the different factors of production ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
23.	No comments. ..	5	6	10	11	2	2	2	8	5	3	1	9	—	1	5	1	92	163
TOTAL ..		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248



TABLE No. 3.311  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 168 : (a) How should the gains of productivity be measured ?	Industry-wise Distribution of Respondents (Unions)														Total
		All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	Gains of productivity can be measured.	3	—	—	4	—	—	—	—	—	—	—	1	6	14	
2.	Can be measured only after conducting work-studies and after bilateral agreements	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
3.	Production over normal production is gains of productivity.	1	—	—	—	—	—	—	1	—	—	—	—	—	2	
4.	Can be measured on the basis of output in relation to input.	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
5.	Gains are difficult to be measured but productivity can be done.	—	—	—	—	—	—	—	—	1	—	—	—	—	1	
6.	By estimating the difference in the respective outputs prior to adoption of productivity techniques and subsequent to it.	1	—	—	—	—	—	—	—	—	—	—	—	—	1	
7.	Can be measured in terms of the activity.	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
8.	Can be measured as a ratio of estimated product per unit of labour time and the actual product per unit of labour time spent.	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
9.	Should be measured by the increased National income.	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
10.	No comments.	7	4	2	10	1	1	4	2	—	3	3	2	78	117	
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4.311  
REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS UNION/ASSOCIATION-WISE

Serial Number	Q. No. 168 : (a) How should the gains of productivity be measured ?	Central Trade Unions										Employers/Associations				
		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	1. Gains of productivity can be measured. ..	—	10	—	—	—	—	—	1	1	—	—	—	—	—	2
2	2. Can be measured only after conducting work-studies and after bilateral agreements. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—
3	3. On the basis of 'breakevens' under standard costing. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
4	4. Production over normal production is gains of productivity. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	2
5	5. Can be measured on the basis of output in relation to input. ..	—	—	—	1	—	—	—	1	—	—	—	—	—	—	—
6	6. By careful study in each unit, depending upon nature of production equipment, etc. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7	7. Difficult to measure since it is not possible to isolate contribution of each factor. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	—	3
8	8. Gains are difficult to be measured but productivity can be done. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	3
9	9. By introducing proper and scientific methods ..	—	—	—	—	—	—	—	—	—	—	1	1	—	—	—
10	10. Some rough idea can be laid by comparing the income with capital investment, per capita etc. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
11	11. Can be measured in terms of the activity. ..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—
12	12. The formula evolved by the National Productivity Council is satisfactory. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
13	13. Should not be measured only from financial point of view-increased cooperation and feeling of oneness among workers and staff should also be considered. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
14	14. There are standard mathematical formulae for measuring the gains of productivity ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
15	15. Should be measured by the increased National Income ..	—	26	—	—	—	—	—	—	—	—	—	—	—	—	—
16	16. No comments. ..	1	—	—	20	3	1	1	6	—	5	—	2	—	—	10
TOTAL ..		1	38	—	22	3	2	1	9	1	5	1	3	1	26	

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

TABLE No. 1.312

Serial Number	Q. No. 168 : (a) How should the gains of productivity be measured ? (b) Can they be allocated to different factors production ? [Reply to part (b) only]	Government Departments			Enterprises/Undertakings					Employers Associations			Workers Unions						Others		Total	
		Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and Other Institutions		Individuals
			Labour	Others including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium size	Small-size			
1.	Yes ..	—	5	2	29	9	1	5	2	—	2	1	11	2	10	3	10	—	—	2	3	97
2.	No ..	—	2	—	4	—	—	—	—	—	—	—	4	—	1	—	—	—	—	1	—	12
3.	Difficult to allocate ..	—	2	—	7	5	—	6	—	—	—	—	10	—	—	—	1	—	—	1	—	32
4.	Every one will have to pull his weight ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	—	2
5.	Attributable to labour ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2
6.	No comments ..	18	12	21	34	31	3	12	9	2	—	1	58	5	31	12	39	11	14	29	37	379
TOTAL ..		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2.312  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 168. (a) How should the gains of productivity be measured? (b) Can they be allocated to different factors of production?	[Reply to Part (b) only]																		Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engg. including machine tools & Sc. instruments	Oil extractions, refining and distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilisers	Chemicals & Chemical products	Paper and Paper pulp	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1. Yes	..	..	—	2	1	6	1	1	2	6	1	—	—	2	1	4	3	1	29	60
2. No	..	..	—	1	—	4	—	—	—	—	—	—	—	1	—	—	—	2	8	
3. Difficult to allocate	..	..	1	3	—	4	1	1	3	1	—	—	1	—	—	1	2	10	28	
4. Attributable to labour	..	..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	2	
5. Other replies.	..	..	—	—	—	—	—	—	—	—	1	1	—	—	—	—	—	1	3	
6. No comments.	..	..	6	3	9	8	3	1	3	9	4	2	—	9	—	2	4	—	84	147
TOTAL		..	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.312  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 168 (a) How should the gains of productivity be measured? (b) Can they be allocated to different factors of production?  [Reply to part (b) only]	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engg. including machine tools and Scientific instruments	Oil extractions refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1. Yes	..	..	..	..	4	—	—	2	—	—	—	—	1	14	25
2. No	..	..	..	..	—	—	—	—	—	—	—	—	—	1	1
3. Difficult to allocate	..	..	..	..	1	—	—	—	—	—	—	—	—	—	1
4. Everyone will have to pull his weight	..	..	..	..	—	—	—	—	—	—	—	—	—	—	2
5. Attributable to Labour	..	..	..	..	—	—	—	—	—	—	—	1	—	3	4
6. No comments.	..	..	..	..	10	1	1	3	3	1	3	2	2	70	108
TOTAL	..	..	12	4	2	15	1	5	3	1	3	3	3	88	141

TABLE No. 5.312  
REPLIES TO THE QUESTIONNAIRE — DISTRIBUTION OF RESPONDENTS — UNION/ASSOCIATION-WISE

Serial Number	Q. No. 168 (a) How should the gains of productivity be measured? (b) Can they be allocated to different factors of production? [Reply to part (b) only]	Central Trade Unions										Employers/Associations				
		INT.U.C.	4	5	6	7	8	H.M.S.	Its affiliates	10	B.M.S.	Its affiliates	13	14	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	16
1. Yes	..	1	14	—	1	—	1	1	2	1	—	1	1	1	5	5
2. No	..	—	—	—	1	—	—	—	—	—	—	—	—	—	2	2
3. Difficult to allocate	..	—	—	—	—	—	—	—	1	—	—	—	—	—	10	10
4. Everyone will have to pull his weight	..	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2
5. Attributable to labour	..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—
6. No comments	..	—	24	—	20	2	1	—	6	—	5	—	2	—	7	7
TOTAL	..	1	38	—	22	3	2	1	9	1	5	1	3	1	26	26

TABLE No. 1.313  
**REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS**

Serial Number	Q. No. 168 : (a) How should the gains of productivity be measured? (b) Can they be allocated to different factors of production? (c) How should the gains be shared? [Reply to part (c) only]	Government Departments			Enterprises/undertakings							Employers Associations			Workers Unions						Others		Total
		Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Or- ganisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other In- stitutions	Individuals		
			Labour	Others including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1.	Principles of sharing the gains should be laid down through collective agreements.	1	4	—	2	2	—	—	—	—	1	1	3	6	2	1	—	—	—	1	—	24	
2.	Should be shared equally with some preferential treatment to workers.	—	1	—	2	2	1	—	—	—	—	—	—	—	2	1	2	—	—	—	1	12	
3.	The share should be 1:2 between labour and capital	—	—	—	3	—	—	1	—	—	—	—	1	—	—	—	1	—	—	—	—	6	
4.	It can be shared only after a certain portion is ploughed back for expansion.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
5.	Should be shared in proportion to their contribution to total output.	—	—	—	16	1	—	1	—	—	—	—	1	—	1	—	1	—	—	—	—	21	
6.	Allocation should be on an equitable basis.	—	1	—	1	5	—	3	1	—	—	—	1	—	1	—	—	—	—	—	—	13	
7.	Should be shared between industry capital, (share holders) workers and the consumers.	—	—	2	5	2	—	1	1	—	1	—	6	—	4	2	6	—	—	1	1	32	
8.	It should be shared equitably between the management, workers and consumers.	—	2	—	3	1	—	1	—	—	—	—	1	—	—	—	—	—	—	—	1	9	
9.	This should be agreed upon between the management and the union.	—	1	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	
10.	They should be shared equally as a general rule.	—	—	—	1	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	3	

TABLE No. 1.313 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
11. It should be shared between labour and management on the basis of quantity. ..	..	—	—	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
12. Labour should get in the form of improved wages and incentive earnings and further gains should go as reduced consumer price, and better return to share holders and provision for development of industry. ..	..	—	—	—	—	2	—	—	—	—	—	—	2	—	—	1	—	—	—	—	—	5
13. Difficult to suggest. ..	..	—	2	—	1	—	—	1	—	—	—	—	5	—	—	—	—	—	—	—	—	9
14. Should be shared profit incentives and profit sharing bonus schemes. ..	..	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2
15. Should be through mutual negotiations, with a margin of nearly 20% going to consumers. ..	..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16. Depends upon various factors including the amount of capital, investment, skill of employees and the need of consumers. ..	..	—	—	—	2	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3
17. It should be limited to a maximum of 33 1/3 of the total gains. ..	..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
18. In highly mechanised production processes major share should go to capital ..	..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
19. There cannot be any single standard. It should be shared on the merits of each case. ..	..	—	—	—	1	—	—	—	—	—	—	—	2	—	—	—	—	—	—	1	—	4
20. By granting bonus and award to workers. ..	..	—	—	—	1	—	—	—	1	—	—	—	2	1	—	—	—	—	—	—	—	5
21. No comments ..	..	17	10	21	30	29	3	14	7	2	—	1	57	—	32	11	40	11	15	30	37	367
TOTAL ..	..	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524



TABLE No. 2.313  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 168 : (a) How should the gains of productivity be measured? (b) Can they be allocated to different factors of production? (c) How should the gains be shared?  [Reply to part (c) only]	Industry-wise Distribution of Respondents (Employers)																	Total	
		All plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools & Sc. instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemical & Chemical products	Paper & paper pulp	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1.	Principles of sharing the gains should be laid down through collective agreements ..	—	1	—	1	—	—	—	1	—	—	—	1	—	—	—	—	—	5	9
2.	Should be shared equally with some preferential treatment to workers. ..	—	—	1	1	—	—	1	—	—	—	—	1	—	—	—	—	—	1	5
3.	The share would be 1 : 2 between labour and capital. ..	—	—	—	—	—	1	—	—	—	1	1	—	1	—	—	—	—	1	5
4.	It can be shared only after a certain portion is ploughed back for expansion. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5.	Should be shared in proportion to their contribution to total output. ..	—	1	—	—	—	—	—	2	—	—	—	—	1	1	—	—	14	19	
6.	Allocation should be on an equitable basis. ..	—	1	—	3	2	—	—	1	—	—	—	1	—	—	—	1	2	11	
7.	Should be shared between industry, Capital (shareholders), workers and the consumers. ..	—	—	—	—	—	1	1	3	1	—	—	1	—	1	2	—	6	16	
8.	It should be shared equitably between the management, workers and consumers. ..	1	—	—	—	1	—	—	—	2	—	—	—	—	—	1	—	1	6	
9.	This should be agreed upon between the management and the union. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	2	
10.	They should be shared equally as a general rule ..	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2	3	
11.	It should be shared between labour and management on the basis of quantity. ..	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	—	2	
12.	Labour should get in the form of approved wages in incentive earning and further gains should go as reduced consumer price, and better return to share holders and provisions for development of industry. ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	3	4	

TABLE No. 2.313 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
13.	Difficult to suggest.	--	1	--	1	--	--	--	--	--	--	--	--	--	--	--	1	4	7
14.	Should be shared profit incentive and profit sharing bonus schemes.	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	--	1	2
15.	Should be through mutual negotiations, with a margin of nearly 20% going to consumers...	--	--	--	--	--	--	--	1	--	--	--	--	--	--	--	--	--	1
16.	Depends upon various factors including the capital of capital investment skill of employees and the need of consumers.	--	--	--	1	--	--	1	--	1	--	--	--	--	--	--	--	--	3
17.	It should be limited to a maximum of 33 1/3 % of the total gains.	--	--	--	--	--	--	--	--	--	--	--	--	--	1	--	--	--	1
18.	In highly mechanised production process, major share should go to capital.	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	1
19.	There cannot be any single standard. It should be shared on the merits of each case.	--	--	--	2	--	--	--	--	--	--	--	--	--	--	--	--	1	3
20.	By granting Bonus and awards to workers.	--	3	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1	4
21.	No comments.	6	2	9	11	2	1	1	9	2	2	--	7	--	2	4	--	85	143
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.313  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 168 : (a) How should the gains of productivity be measured ? (b) Can they be allocated to different factors of production ? (c) How should the gains be shared ? [Reply to part (c) only]	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Principles of sharing the gains should be laid down through collective agreements. ..	—	—	—	—	—	—	—	—	—	—	1	—	8	9
2.	Should be shared equally with some preferential treatment to workers. ..	—	—	—	1	—	1	—	—	1	—	—	—	2	5
3.	The share should be 1:2 between labour and capital. ..	—	—	—	—	—	—	1	—	—	—	—	—	—	1
4.	Should be shared in proportion to their contribution to total output. ..	—	—	—	1	—	—	—	—	—	—	—	—	1	2
5.	Allocation should be on an equitable basis. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6.	Should be shared between industry, capital (shareholders), workers and the consumers ..	—	—	—	2	—	—	1	—	—	—	—	1	4	12
7.	Labour should get in the form of improved wages and incentive earning and further gains should go as reduced consumer price, and better return to shareholders and provision for development of industry ? ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
8.	By granting bonus and award to workers. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
9.	No comments. ..	8	4	2	11	1	—	3	3	—	3	2	2	70	109
TOTAL ..		12	4	2	15	1	1	5	3	1	3	3	3	88	141

REPLIES TO THE QUESTIONNAIRE — DISTRIBUTION OF RESPONDENTS — UNION/ASSOCIATION-WISE

Serial Number	Q. No. 168]: (a) How should the gains of productivity be measured? (b) Can they be allocated to different factors of production? (c) How should the gains be shared? [Reply to part (c) only]	Central Trade Unions										Employers Associations				
		INTUC	Its affiliates	AITUC	Its affiliates	UTUC	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.L.M.O.	Its affiliates	Council of Indian Employers	Its affiliates	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	Principle of sharing the gains should be laid down through collective agreements ..	1	1	—	1	2	—	1	—	—	—	1	1	—	3	
2.	Should be shared equally with some preferential treatment to workers. ..	—	1	—	1	—	1	—	1	—	—	—	—	—	—	
3.	The share should be 1:2 between labour and capital ..	—	1	—	—	—	—	—	—	—	—	—	—	—	3	
4.	Should be shared in proportion to their contribution to total output. ..	—	—	—	—	—	—	—	1	—	—	—	—	—	1	
5.	Allocation should be on a equitable basis ..	—	—	—	—	—	—	—	—	1	—	—	—	—	3	
6.	Should be shared between, industry, capital (shareholders) workers and the consumer. ..	—	12	—	—	—	—	—	—	—	—	—	—	1	1	
7.	It should be shared equitably between the management, workers and consumers ..	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
8.	Labour should get in the form of improved wages and incentive earning and further gains should go as reduced consumer price, and better return to share holders and provision for development of industry. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
9.	Difficult to suggest ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
10.	Depends upon various factors including the amount of capital investment, skill of employers and the need of consumers. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
11.	There can not be any single statement be shared on the merits of each case. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
12.	By granting bonus awards to workers ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	
13.	No comments ..	—	23	—	20	—	1	—	7	—	5	—	2	—	9	
	TOTAL ..	1	38	—	22	3	2	1	9	1	5	1	3	1	26	

TABLE No. 1.314  
**REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS**

Serial Number	Q. No. 169 : (a) Have increases in productivity matched with wage increases in the years since Independence?	Government Departments			Enterprises/Undertakings							Employers Associations				Workers Unions						Others		Total
		Central	State		Central Sphere	States Sphere	Cooperatives	Private			Central Organisations	State/Regional Branches	Other Associations/Or-ganisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and Other In-sstitutions	Individuals			
			Labour	Others including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1.	Yes ..	—	1	1	14	3	—	2	1	—	—	—	6	—	—	—	1	—	1	1	—	—	31	
2.	No ..	1	2	—	15	9	2	5	1	—	1	1	20	—	4	3	4	—	1	2	1	—	72	
3.	Yes if the total value of production in terms of money is considered ..	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	
4.	Not appreciably ..	—	—	—	1	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	—	4	
5.	Productivity has not yet kept pace with wage increases from time to time. ..	—	2	—	8	4	—	3	1	—	1	—	4	—	—	1	1	—	—	—	2	—	27	
6.	We are not in a position to answer ..	—	4	—	5	—	—	—	—	—	—	—	4	4	—	—	—	—	—	—	—	—	17	
7.	Productivity has increased despite workers wages have remained stationary or wages real going down. ..	—	1	—	—	1	—	—	—	—	—	—	—	—	4	1	6	—	—	1	—	—	14	
8.	We doubt ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
9.	Productivity has not only matched wages but also significantly surpassed it. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	1	—	2	—	—	—	—	—	4	
10.	No comments ..	17	11	22	30	27	2	14	8	2	—	1	49	1	33	10	37	11	13	29	36	—	353	
TOTAL ..		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	—	524	

TABLE No. 2314  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 169 (a) Have increases in Productivity matched with wage increases in the years since Independence. (b) Please give supporting statistics  [Reply to part (a) only]	Industry-Wise Distribution of Respondents (Employers)																		Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools & scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilisers	Chemicals & Chemical Products	Paper & paper pulp	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1. Yes	..	..	1	—	—	—	—	2	2	1	—	—	2	—	1	1	1	15	26	
2. No	..	..	2	2	3	7	1	3	7	—	1	—	2	—	3	2	—	20	54	
3. Not appreciably	..	..	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	2	
4. Productivity has not yet kept pace with wage increases from time to time.	..	2	2	—	1	1	2	—	1	—	—	—	—	1	1	1	1	8	21	
5. We are not in a position to answer.	..	—	1	—	2	—	—	—	2	—	—	—	—	1	—	—	—	3	9	
6. Productivity has increased despite workers wages have remained stationary or real wages going down.	..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	
7. We doubt.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
8. Productivity has not only matched wages but has significantly surpassed it.	..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
9. No comments.	..	3	3	7	12	2	—	1	5	5	1	1	8	—	1	4	1	79	133	
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3,314  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 169 : (a) Have increases in productivity matched with wage increases in the years since Independence ?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extractions, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Yes ..	—	—	—	—	—	—	—	1	1	—	—	—	—	2
2.	No ..	4	—	—	2	—	—	1	—	—	—	—	—	5	12
3.	Not appreciably ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
4.	Productivity has not yet kept pace with wage increases from time to time. ..	—	—	—	—	—	—	—	—	—	—	—	—	2	2
5.	We are not in a position to answer ..	—	—	—	—	—	—	—	—	—	—	1	—	3	4
6.	Productivity has increased despite workers' wages have remained stationary or real wages going down ..	2	—	—	3	—	1	—	—	—	—	—	1	4	11
7.	Productivity has not only matched wages but significantly surpassed it ..	—	—	—	1	—	—	1	—	—	—	—	—	1	3
8.	No comments ..	6	4	2	9	1	—	3	2	—	3	2	2	72	106
TOTAL ..		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4.314  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 169 : (a) Have increases in productivity matched with wage increases in the year since Independence (b) Please give supporting statistics [Reply to part (a) only]	Central Trade Unions										Employers Associations				
		INT.U.C.	Its affiliates	ALT.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1. Yes	..	—	1	—	1	—	—	—	—	—	—	—	—	—	3	
2. No	..	—	3	—	1	—	1	—	3	—	—	1	1	—	11	
3. Not appreciably	..	—	—	—	—	—	—	1	—	—	—	—	—	—	—	
4. Productivity has not yet kept pace with wage increases from time to time	..	—	—	—	—	—	—	—	—	—	—	—	—	1	2	
5. We are not in a position to answer..	..	1	—	—	—	1	—	—	—	—	—	—	—	—	4	
6. Productivity has increased despite workers wages have remained stationary/or real wages going down.	..	—	10	—	—	—	—	—	—	—	—	—	—	—	—	
7. Productivity has not only matched wages but has significantly surpassed it.	..	—	2	—	—	—	—	—	—	—	1	—	—	—	—	
8. No comments.	..	—	22	—	20	2	1	—	6	1	5	—	2	—	6	
TOTAL	..	1	38	—	22	3	2	1	9	1	5	1	3	1	26	



TABLE No. 1.315  
 REPLYES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 169: (a) Have increases in productivity matched with wage increases in the year since Independence? (b) Please give supporting statistics.  [Reply to part (b) only]	Government Departments				Enterprises/Undertakings						Employers Associations				Workers Unions							Others		Total
		Central	State		Others including Local Bodies	Central Sphere	States Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Or-ganisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other In-situations	Individuals			
			Labour	Others including Local Bodies					Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23			
1.	Given herewith.	2	1	—	8	—	—	3	1	—	1	1	6	—	5	—	7	—	1	1	1	—	37		
2.	Not available.	2	7	—	26	4	1	2	1	—	—	—	10	1	1	1	1	—	1	1	1	1	59		
3.	Per capita productivity has reduced..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
4.	May be evident from statistics available with the Governments/with us.	—	—	—	—	—	—	—	—	—	—	—	2	—	—	1	—	—	—	—	—	—	3		
5.	Wages in North East India have increased between 60 and 80% since 1951 but there has been very little increase in productivity..	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2		
6.	Refer to article in "Economic Weekly" dated 23.10.65 by Mr. S. Hajra.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	—	—	—	2		
7.	Refer to Tata Year Book 1964-65...	—	—	—	—	—	—	—	—	—	—	—	—	5	—	2	—	—	—	—	—	—	7		
8.	Not much statistics are necessary...	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1		
9.	No comments.	14	13	23	39	41	3	19	8	2	1	1	65	1	35	11	42	11	13	31	39	412			
	TOTAL	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524			

TABLE No. 2.315  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)**

Serial Number	Q. No. 169: (a) Have increases in productivity matched with wage increases in the year since Independence ? (b) Please give supporting statistics. [Reply to part (b) only]																			
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper & paper pulp	Others	Total		
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1. Given herewith	2	1	—	2	—	1	2	3	—	—	—	—	2	—	—	1	6	20		
2. Not available.	—	4	2	2	1	1	2	3	—	1	1	2	—	3	2	—	20	44		
3. Per capita productivity has reduced.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
4. May be evident from statistics available with the Government/with us.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2		
5. Wages in North East India have increased between 60 and 80% since 1951 but there has been very little increase in productivity.	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2		
6. No comments.	4	4	8	18	4	1	2	12	6	2	—	10	—	3	6	2	97	179		
TOTAL	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3.315  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 169: (a) Have increases in productivity matched with wage increases in the years since Independence? (b) Please give supporting statistics. Reply to part (b) only]	2														Total
		3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	Given herewith .. .. .	3	—	—	4	—	—	—	—	—	—	—	1	5	13	
2.	Not available .. .. .	—	—	—	—	—	—	1	1	—	—	1	—	1	4	
3.	May be evident from the statistics available with the Government/with us. .. .	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
4.	Refer to article in "Economic Weekly" dt. 23-10-65 by Mr. H. Hajra. .. .	—	—	—	1	—	—	—	—	—	—	1	—	—	2	
5.	Refer to Tata Year Book 1964-65. .. .	—	—	—	—	—	—	—	—	—	—	—	—	7	7	
6.	No such statistics are necessary. .. .	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
7.	No comments. .. .	9	4	2	10	1	1	3	2	1	3	1	2	74	113	
	TOTAL .. .. .	12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4.315  
 REPLIES TO THE QUESTIONNAIRE — DISTRIBUTION OF RESPONDENTS-UNION/ASSOCIATION-WISE

Serial Number	Q. No. 169: (a) Have increases in productivity matched with wage increases in the years since Independence? (b) Please give supporting statistics. (c) Reply to part (c) only	Central Trade Unions								Employers Associations					
		3	4	5	6	7	8	9	10	11	12	13	14	15	16
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Given herewith .. .. .	—	9	—	—	—	—	—	2	—	—	1	1	—	5
2.	Not available .. .. .	—	3	—	—	—	—	—	—	—	—	—	—	—	8
3	May be evident from statistics available with the Government /with us. .. .. .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
4.	Wages in North East India have increased between 60 and 80% since 1951 but there has been very little increase in productivity. .. .. .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5.	Refer to Tata Year Book 1964-65. .. .. .	1	—	—	—	2	—	1	—	—	—	—	—	—	—
6.	No such statistics are necessary. .. .. .	—	—	—	—	—	1	—	—	—	—	—	—	—	—
7.	No comments. .. .. .	—	25	—	22	1	1	—	7	1	5	—	2	1	12
	TOTAL .. .. .	1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1.316  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 170 (a) Has any undertaking within your knowledge experimented in recent years, with productivity techniques?	Government Departments			Enterprises/Undertakings						Employers Associations			Workers Unions						Others			Total
		Central	State	Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Private			Central Organisation	State/Regional Branches	Other Associations/Or-ganisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and Others In-situations	Individuals		
								Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1. Yes	..	..	7	..	6	8	..	3	2	1	1	1	11	2	3	2	4	..	..	3	3	57	
2. No.	..	..	4	..	3	4	..	1	..	..	..	..	..	1	1	..	4	..	1	1	..	20	
3. Yes, in our own units	..	..	..	..	21	3	..	3	..	..	..	..	2	..	1	1	1	..	..	..	..	32	
4. Yes, in some units	..	..	..	..	..	1	..	1	..	..	..	..	3	1	..	2	2	..	..	..	..	10	
5. Not in our knowledge	..	..	2	..	5	1	..	2	1	..	..	..	2	..	..	..	..	..	..	..	..	13	
6. Yes, in India Piston's Ltd.	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	
7. No comments	..	18	8	23	38	28	4	14	8	1	1	1	66	3	37	10	40	11	14	29	37	391	
TOTAL	..	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524	

TABLE No. 2.316  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 170 : (a) Has and undertaking within your knowledge experimented, in recent years, with productivity techniques ?																				Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper & Paper pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1. Yes ..	..	—	2	—	5	1	—	3	6	—	—	—	2	—	2	1	—	11	33		
2. No ..	..	—	—	—	1	—	1	—	—	1	—	—	2	—	—	1	—	2	8		
3. Yes, in our unit. ..	..	1	1	—	—	1	1	2	5	—	—	—	—	—	2	—	—	16	29		
4. Yes, in some unit. ..	..	—	—	—	3	1	—	—	—	—	—	—	—	—	—	1	—	—	5		
5. Not in our knowledge. ..	..	—	—	—	1	—	—	—	1	—	—	—	—	—	1	—	—	8	11		
6. Yes, in India Piston's Ltd. ..	..	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1		
7. No comments. ..	..	5	6	10	12	2	1	1	6	5	3	1	8	1	1	5	3	91	161		
TOTAL ..		6	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	128	248		

TABLE No. 3.316  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial No.	Q- No. 170 (a) Has any undertaking within your knowledge experimented, in recent years, with productivity techniques ?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering, including machine tools & Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1. Yes	..	..	..	..	1	..	..	..	..	1	..	1	1	5	9
2. No	..	..	..	..	1	..	..	..	..	..	..	..	1	1	6
3. Yes, in our own unit	..	..	..	..	..	..	..	2	..	..	..	..	..	1	3
4. Yes, in some units	..	..	..	..	1	..	..	..	..	..	..	..	..	..	3
5. No comments	..	..	..	2	12	1	1	3	3	..	3	2	1	81	120
	TOTAL	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4.316  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 170 : (a) Has any undertaking your knowledge experienced, in recent years with productivity techniques? (b) How did the employers react to these experiments? (Reply to part (a) only)	Central Trade Unions								Employers Associations					
		I.N.T.U.C.	Its affiliates	A.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Em-players	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1. Yes ..	..	1	1	—	4	—	—	—	—	—	—	1	1	—	8
2. No ..	..	—	1	—	—	—	—	—	1	—	—	—	—	—	—
3. Yes, in our unit. ..	..	—	2	—	—	—	—	—	1	—	—	—	—	—	1
4. Yes, in some units. ..	..	—	2	—	—	—	—	—	1	—	—	—	—	—	3
5. Not in our knowledge. ..	..	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6. Yes in India Piston's Ltd. ..	..	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7. No comments. ..	..	—	32	—	18	3	2	1	6	1	5	—	2	1	12
TOTAL ..	..	1	38	—	22	3	2	1	9	1	5	1	3	1	26



TABLE No. 1.317  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 170 :	Government Departments			Enterprises/Undertakings							Employers Associations				Workers Unions						Others		Total
		Central	Labour	State including Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Private			Central Organisation	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and Other Institutions	Individuals			
								Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1.	Employees were persuaded to accept through offer of incentive schemes.	—	—	—	3	2	—	1	—	—	—	—	2	1	—	1	1	—	—	—	1	—	12	
2.	Labour reacted reasonably since increase in workload was not much.	—	—	—	1	—	—	1	—	1	—	—	—	—	—	1	—	—	—	—	—	1	5	
3.	Workers mistake it for change of service and did not therefore cooperate	1	—	—	1	—	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	4	
4.	Workers accept only after intervention of the machinery.	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
5.	Labour reacted reasonably well.	—	1	—	13	3	—	2	1	—	—	—	6	—	1	—	1	—	—	—	1	—	29	
6.	Reacted adversely against the productivity techniques	—	3	—	—	4	—	2	—	—	—	—	5	1	2	3	1	—	—	—	—	2	23	
7.	Reacted very badly since it meant loss of earnings to them	—	1	—	—	—	—	—	—	—	—	—	—	1	—	—	2	—	—	—	—	1	5	
8.	Reacts positively if appropriate safeguard is given to them.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	—	2	
9.	Reaction is different in different industries	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	
10.	It has failed due to opposition of the unions	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
11.	These schemes are the products of mutual discussions and agreements.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	
12.	Did not react favourably but did not hinder the conduct of a study too.	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
13.	No comments.	17	15	23	55	35	4	18	9	1	2	2	69	4	39	10	44	11	15	30	36	439		
	TOTAL	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524		

TABLE No. 2.317  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 170 : (a) Has any undertaking within your knowledge experimented, in recent years with productivity techniques? (b) How did the employees react to these experiments?  (Reply to part (b) only)	All Plantations																		Total
		Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper & Paper pulp	Others	20		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19		
1.	Employees were persuaded to accept through offer of incentive schemes. ..	—	1	—	—	—	—	—	—	—	—	—	1	—	1	—	—	5	8	
2.	Labour reacted reasonably since increase in workload was not much. ..	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	1	3	
3.	Workers mistake it for change of service and did not therefore cooperate. ..	—	—	—	2	—	—	—	—	—	—	1	—	—	—	—	—	—	3	
4.	Labour reacted reasonably well. ..	—	1	—	1	—	—	3	7	—	1	—	—	1	1	2	—	8	25	
5.	Reacted adversely against the productivity techniques. ..	1	—	—	2	3	1	—	1	—	—	—	—	—	1	—	—	2	11	
6.	Reacts positively if appropriate safeguard is given to them. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
7.	It has bailed due to opposition of the union. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	
8.	Did not react favourably but did not hinder the conducting of study too. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
9.	No comments. ..	6	7	10	15	2	2	3	8	6	2	—	11	1	3	5	3	111	195	
	TOTAL ..	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3.317  
**REPLIES TO THE QUESTIONNAIRE---INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)**

Serial Number	Q. No. 170 : (a) Has any undertaking within your knowledge experimented, in recent years with productivity techniques ? (b) How did the employees react to these experiments ?  (Reply to part (b) only)	Industry-wise Distribution of Respondents (Unions)														Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	Employees were persuaded to accept through offer of incentive schemes. . . . .	—	—	—	—	—	—	1	—	—	—	1	1	4	7	
2.	Labour reacted reasonably since increase in workload was not much. . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	1	
3.	Workers accept only after intervention of the machinery. . . . .	—	1	—	—	—	—	—	—	—	—	—	—	1	2	
4.	Labour reacted reasonably well. . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	1	
5.	Reacted adversely against the productivity techniques. . . . .	2	—	—	1	—	1	—	—	—	—	—	—	2	6	
6.	Reacted very badly since it meant loss of earning to them. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
7.	Reacts positively it appropriate safe-guard is given to them. . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
8.	These schemes are the products of mutual discussions and agreements. . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
9.	No comments. . . . .	10	3	2	13	1	—	3	3	—	3	1	2	79	120	
	TOTAL . . . . .	12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4317  
**REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE**

Serial Number	Q. No. 170 : (a) Has any undertaking within your knowledge experimented, in recent years, with productivity techniques ? (b) How did the employees react to these experiments ? [Reply to part (b) only]	Central Trade Unions								Employers Associations					
		I.N.T.U.C.	Its affiliates	A.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Employers were persuaded to accept through offer of incentive schemes. . . . .	—	3	—	—	2	—	—	—	—	—	—	—	—	2
2.	Labour reacted reasonably since increased in workload was not much. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2
3.	Workers accept only after intervention of the machinery. . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
4.	Labour reacted reasonably well. . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	4
5.	Reacted adversely against the productivity techniques. . . . .	—	3	—	2	—	—	—	1	—	—	—	—	—	4
6.	Reacts positively if appropriate safeguard is given. . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	1
7.	These schemes are the productivity of mutual discussions and agreements. . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
8.	No comments. . . . .	1	30	—	19	1	2	1	7	1	5	1	3	1	13
	<b>TOTAL</b> . . . . .	1	38	—	22	3	2	1	9	1	5	1	3	1	26

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

TABLE No. 1.318

Serial Number	Q.No. 170 : (a) Has any undertaking within your knowledge experimented, in recent years, with productivity techniques? (b) How did the employees react these experiments? (c) Did this result in increasing work load? If so, how was this situation met? [Reply to part (c) only]	Government Department			Enterprises/Undertaking						Employers Associations			Workers Unions						Others		Total	
		Central	State		Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Private			Central Organisation	State/Regional Branches	Other Associations	Central Trade Union	State/Regional Branches	All India Unions (Industry-wise)	Other unions			Research and other Institutions		Individuals
			Labour	Others including					Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1.	Yes, the experiment resulted in increased work loads and workers were persuaded to accept through incentive schemes.	—	1	—	2	1	—	—	—	—	—	—	—	1	1	—	2	—	—	—	—	—	8
2.	Not much.	—	—	—	1	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	4
3.	No workload was increased, but efficiency improved.	—	—	—	1	—	—	—	—	1	1	1	2	—	—	—	—	—	—	—	—	—	6
4.	Yes, the surplus workmen were absorbed where protecting their wages and service conditions.	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5.	Yes, there were disputes and the relations strained.	—	2	—	2	1	—	1	—	—	—	—	2	2	2	1	1	—	—	—	—	—	13
6.	No	—	2	—	4	1	—	1	—	—	—	—	3	1	—	1	—	—	—	—	—	1	14
7.	Cannot be said that they have resulted in increasing workload.	—	—	—	1	—	—	—	—	—	—	—	—	1	—	—	1	—	—	2	—	—	5
8.	Yes, in some cases, increased workload will increase incentive earnings.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
9.	Yes, by gainfully employing the whole staff.	—	—	—	—	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2
10.	Yes, but the labour was convinced that the experiment was properly conducted and the workload was justifiable.	—	—	—	2	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	4
11.	Whenever any anomalies are found out, they are rectified by mutual discussions.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
12.	Yes, increased workload was due to the improvement in working conditions.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
13.	Yes	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
14.	Through various measures (combination of the above replies).	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3
15.	No comments.	18	15	23	60	40	4	20	11	1	1	1	73	4	39	11	45	11	15	31	37	460	
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524	

TABLE No. 2.318  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 170 : (a) Has any undertaking within your knowledge experimented, in recent years, with productivity techniques? (b) How did the employers react to these experiments? (c) Did the result increasing workload? If so, how was this situation met?  [Reply to part (c) only]	2																			Total
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machines tools & scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilisers	Chemicals & Chemical Products	Paper and Paper pulp	Others			
1.	Yes, the experiment resulted in increasing workloads, and workers are persuaded to accept through incentive schemes.	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	—	1	3	
2.	Not much.	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	2	
3.	No workload was increased, but efficiency improved.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	5	6	
4.	Yes, there were disputes and the relations strained.	—	—	—	1	—	1	—	—	—	—	1	—	—	1	1	—	—	1	6	
5.	No	1	3	—	—	1	—	—	1	—	—	—	—	—	—	—	—	—	3	9	
6.	Cannot be said that they have resulted in increasing workload.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
7.	Yes, in some cases, increased workload will increase incentive earnings.	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1	
8.	Yes, by gainfully employing the whole staff.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	2	
9.	Yes, but the labour was convinced that the experiment was properly conducted and the workload was justifiable.	—	—	—	1	—	—	—	1	—	—	—	—	—	1	—	—	—	1	4	
10.	Yes, increased workload was due to the improvement in working conditions.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
11.	Yes, the surplus workmen were absorbed elsewhere where protecting their wages and service conditions.	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	2	
12.	No comments.	6	6	10	19	4	2	3	14	6	3	—	12	1	3	6	3	113	211		
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3.318  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 170 : (a) Has any undertaking within your knowledge experimented in recent years with productivity techniques ? (b) How did the employees react to these experiments ? (c) Did this result in increasing workload ? If so, how was this situation met ? [Reply to part (c) only]	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including machine tools & Sc. instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Yes, the experiment resulted in increased work loads and workers were persuaded to accept through schemes.	..	..	..	1	..	..	..	..	..	..	..	1	2	4
2.	Not much.	..	..	..	..	..	..	..	..	..	..	..	..	..	1
3.	Yes, there were disputes and the relations strained.	2	..	..	..	..	1	..	..	..	..	..	..	2	5
4.	No	..	..	..	..	..	..	..	..	..	..	..	..	2	2
5.	Cannot be said that they have resulted in increasing workload.	..	..	..	1	..	..	..	..	..	..	..	..	1	2
6.	Whenever any anomalies are found out, they are rectified by mutual discussions.	..	..	..	..	..	..	1	..	..	..	..	..	..	1
7.	Yes.	..	..	..	..	..	..	..	..	..	..	..	..	1	1
8.	No comments.	..	..	..	13	1	..	4	3	1	3	3	2	80	125
	TOTAL	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE NO. 4.318  
 REPLY TO THE QUESTIONNAIRE — DISTRIBUTION OF RESPONDENTS — UNION/ASSOCIATION-WISE

Serial Number	Q. No. 170: (a) Has any undertaking within your knowledge experimented in recent years, with productivity techniques? How did the employees react to these experiments? Did this result in increasing workload? If so, how was this situation met.  [Reply to part (c) only]	Central Trade Unions										Employers Associations				
		INT.U.C.	Its affiliates	ALT.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	AIM.O.	Its affiliates	Council of Indian Employers	Its affiliates	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	Yes, the experiment resulted in increased, work loads and workers were persuaded to accept through incentive Schemes.	—	1	—	1	1	—	—	1	—	—	—	—	—	1	
2.	Not much	—	1	—	—	—	—	—	—	—	—	—	—	—	—	
3.	No workload was increased but, efficiency improved.	—	—	—	—	—	—	—	—	—	—	1	1	—	3	
4.	Yes, there were disputes and the relations strained.	—	4	—	1	—	—	—	—	—	—	—	—	—	2	
5.	No.	—	—	—	—	—	—	—	—	—	—	—	—	—	3	
6.	Cannot be paid that they have resulted in increasing workload.	—	—	—	1	1	—	—	—	—	—	—	—	—	—	
7.	Yes, but the labour was convinced that the experiment was properly conducted and the workload was justifiable.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
8.	Whenever any anomalies are found out, they are rectified by mutual discussions.	—	1	—	—	—	—	—	—	—	—	—	—	—	—	
9.	Yes, the experiment resulted in increased workload and workers were persuaded to accept through incentive schemes the surplus workmen/ were absorbed elsewhere protecting their wages and service conditions	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
10.	No comments.	1	31	—	19	1	2	1	8	1	5	—	2	1	15	
		—	—	—	22	3	2	1	9	1	5	1	3	1	26	



TABLE No. 1.319  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 171 : What place would you assign to suggestion schemes and institution of awards for outstanding work to improve productivity ?	Government Departments			Enterprises/Undertakings							Employers Associations			Workers unions						Others		Total
		Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organisation	State/Regional Branches	Other Associations/Organisation	Central Trade Unions	State/Regional Branch	All India Unions (Industry-wise)	Other unions			Research and other Institutions	Individuals		
			Labour	Other including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1.	Liberal awards for outstanding work has an important place. ..	—	7	3	44	17	—	10	2	—	2	1	21	2	7	3	13	—	2	4	5	143	
2.	There are hardly any awards for improving productivity. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
3.	Our experience is that those schemes are calculated to improve productivity.	—	2	—	2	2	—	1	—	—	—	—	2	—	—	—	1	—	—	—	—	10	
4.	Such schemes are too premature to our industry for the present ..	—	—	—	—	1	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	3	
5.	It has a definite place but not an all important place ..	—	1	—	1	—	1	1	—	1	—	—	2	1	—	2	1	—	—	—	—	11	
6.	Employers would welcome such schemes. ..	—	1	—	—	—	—	—	2	—	—	—	3	—	—	—	—	—	—	—	—	6	
7.	Boosts up the moral of the workmen and helps to increase production. ..	—	—	—	4	—	—	1	—	—	—	—	4	—	—	—	—	—	—	—	—	9	
8.	Such things have not been put to practice yet. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
9.	Financial incentives should have the first place and secondary place to suggestion schemes. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
10.	Where highly skilled jobs are involved such techniques may be valuable.	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
11.	They have only marginal effect because their success depends on the fair trail by the management and unions. ..	—	1	—	—	—	—	—	—	—	—	—	—	1	1	—	—	—	—	—	—	3	

TABLE No. 1.319—(Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
12.	Cash gain is till the best incentive than suggestion scheme in plantation Industry.	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1	
13.	It has yielded good results/wherever given.	..	..	..	1	2	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	4	
14.	That will provide some incentive if working conditions are satisfactory.	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	1	
15.	The scheme has been introduced but workers do not make any suggestion.	..	..	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	
16.	Left to the discretion of employers...	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	
17.	Principles are good but experience says that it cannot go a long way.	..	..	..	1	2	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	4	
18.	Though liberal awards for outstanding work has good effect in general their success depends upon management's attitude.	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	
19.	Suggestion schemes must be liberally awarded to improve productivity but they have only marginal effect.	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	
20.	No comments.	..	18	6	20	20	17	2	9	7	1	..	1	51	3	33	10	36	11	13	28	34	320
TOTAL		..	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	13	33	40	524

TABLE No. 2.319

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 171 : What place would you assign to suggestion schemes and institution of awards for outstanding work to improve productivity?	Industry																		Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Eng. including machine tools & Sc. instruments	Oil extraction, refining and distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilisers	Chemicals & Chemical products	Paper and Paper pulp	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1.	Suggestion schemes for outstanding work to improve productivity must be liberally awarded	—	5	—	8	—	2	3	4	4	—	—	4	1	3	3	1	37	75	
2.	Our experience is that those schemes are calculated to improve productivity.	—	—	—	—	—	—	—	2	—	—	—	1	—	—	—	2	2	7	
3.	Such schemes are too premature to our industry for the present.	—	—	1	1	1	—	—	—	—	—	—	—	—	—	—	—	—	3	
4.	It has a definite place but not an all important place	—	—	2	—	—	—	1	1	—	—	—	—	—	—	—	—	2	6	
5.	Employers would welcome such schemes	—	1	—	4	—	—	—	—	—	—	—	—	—	—	—	—	—	5	
6.	Boosts up the moral of the workmen and helps production increase	—	1	—	1	—	—	—	3	—	—	—	—	—	1	—	—	3	9	
7.	These have very important place in the scheme of improving productivity.	—	—	—	2	—	1	—	—	—	—	1	1	—	—	—	—	10	15	
8.	Financial incentives should have the first place and secondary place to suggestion scheme.	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	
9.	Cash gain is still the best incentive than suggestion scheme in plantation industry	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
10.	It has yielded good results/wherever given	—	1	—	—	—	—	—	1	—	—	—	1	—	—	—	—	1	4	
11.	The scheme has been introduced but workers do not make any suggestion	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	2	
12.	Left to the discretion of employers	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
13.	Principles are good but experience says that it cannot go a longway	—	—	—	—	2	—	—	—	—	—	—	—	1	—	—	—	—	3	
14.	Liberal awards for outstanding work has an important place.	—	—	—	1	—	—	1	1	1	—	—	—	—	1	1	—	1	7	
15.	Suggestion scheme must be liberally awarded to improve productivity but they have only marginal effect	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
16.	No comments.	6	1	7	5	2	—	—	4	1	3	—	5	—	1	3	—	70	108	
	TOTAL ..	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3.319  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 171: What place would you assign to suggestion schemes and institution of awards for outstanding work to improve productivity?	All Plantation	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including machine tools & scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Suggestion schemes for outstanding work to improve productivity must be liberally awarded	4	—	—	4	—	—	1	1	—	—	—	1	9	20
2.	Our experience is that these schemes are calculated to improve productivity. . .	—	—	—	—	—	—	—	—	—	—	—	1	—	1
3.	It has a definite place but not an all important place. . .	—	—	—	—	—	—	—	—	1	—	1	—	2	4
4.	These have very important place in the scheme of improving productivity. . .	2	—	—	2	—	1	—	—	—	—	—	—	1	6
5.	They have only marginal effect because their success depends on the fair trial by the management and unions. . .	—	—	—	—	—	—	—	—	—	—	—	—	2	2
6.	That will provide some incentive if working conditions are satisfactory . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
7.	Liberal awards for outstanding work has an important place. . .	—	—	—	—	—	—	1	—	—	—	—	—	—	1
8.	No comments. . .	6	4	2	9	1	—	3	2	—	3	2	1	73	106
	TOTAL	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4.319  
REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 171: What place would you assign to suggestion schemes and institution of awards from outstanding work to improve productivity	Central Trade Unions										Employers Association			
		INT.U.C.	Its affiliates	ALT.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16
2															
1.	Suggestion schemes for outstanding work to improve productivity must be liberally awarded.	—	13	—	2	1	—	—	1	—	—	1	1	1	11
2.	Own experience is that those schemes are calculated to improve productivity .. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1
3.	It has a definite place but not an all important place. .. ..	—	—	—	1	1	—	—	—	—	—	—	—	—	2
4.	Boosts up the moral of the workmen and helps production increase. .. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	2
5.	They have very important place in the scheme of improving productivity. .. ..	—	2	—	—	—	—	—	1	—	—	—	—	—	1
6.	They have only marginal effect because their success depends on the fair trial by the management and unions. .. ..	—	1	—	—	1	—	—	—	—	—	—	—	—	—
7.	Cash gain is still the best incentive than suggestion scheme in plantation Industry. .. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1
8.	It has yielded good results/whenever given. .. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1
9.	That will provide some incentive if working conditions are satisfactory. .. ..	—	—	—	—	—	—	—	1	—	—	—	—	—	—
10.	Principles are good but experience lays that it cannot go a long way. .. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1
11.	Liberal awards for outstanding work has an important place. .. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	2
12.	No comments. .. ..	1	21	—	19	—	2	1	6	1	5	—	2	—	4
	TOTAL .. ..	1	38	—	22	3	2	1	9	1	5	1	3	1	26

REPLIES TO THE QUESTIONNAIRE — CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

TABLE No. 1.320

Serial No.	Q. No. 179 : (a)What are the factors contributing to labour turnover and absenteeism ?	Government Departments			Enterprises/Undertakings						Employers Associations				Workers Unions							Others		Total
		Central	State			Central Sphere	State Sphere	Cooperative	Private			Central Organizations	State/Regional Branches	Other Association/ Organizations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals		
			Labour	Other including Local Bodies	Central Sphere				Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1.	Festivals religious and social functions.	2	—	—	3	3	—	5	—	—	—	—	3	4	1	—	1	—	—	—	—	—	22	
2.	Domestic worries, quarrels	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
3.	Available of sporadic higher pay work	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
4.	Issue of medical certificates by ESI Doctors	—	—	—	—	1	—	1	1	—	—	—	2	—	—	—	—	—	—	—	—	—	5	
5.	Lower aspiration for higher standard	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
6.	Provision of sick leave on full pay and its misuse.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
7.	Inadequate, residential accommodation, less opportunities for promotion etc. their economic conditions, ill health etc.	—	1	—	1	2	—	—	—	—	—	—	1	—	—	1	1	—	—	—	—	—	7	
8.	Defects in personnel policy of the Management.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	
9.	Insecurity of job, bad working conditions, low wages, lack of medical facilities.	—	—	—	—	1	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	
10.	We do not experience any abnormal absenteeism which seriously affects our working.	—	—	—	3	—	1	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	5	
11.	Seasonal absenteeism is always there	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
12.	Absenteeism is great due to the illiteracy.	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	

TABLE No. 1.320—(Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
13.	Labour turnover is going down fast/negligible ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	2
14.	Absenteeism is due to weak unions/or instigation of unions. ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
15.	Monotony, hazardous work, congenial-surroundings willingness to work night shifts. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16.	These two affect a lot in improving productivity. ..	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17.	Under nutrition, sickness, drinking evil habits. ..	—	1	1	1	—	—	—	—	—	—	—	—	1	—	—	1	—	—	—	—	5
18.	Labour turnover is due to fear of wages and other incentives being cut ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
19.	Epidemic and seasonal diseases ..	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
20.	Absence of motivation techniques ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
21.	Resignation, illness, old age etc. contribute to labour turnover. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
22.	Quit jobs because of better prospects ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
23.	Absenteeism is due to ESI Scheme ..	—	—	—	—	3	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	4
24.	Both are decreasing ..	—	—	—	—	—	—	1	—	—	—	—	—	—	4	1	5	—	—	—	—	11
25.	Various factors such as social, economic, lack of promotion, wage, psychologies etc. ..	—	2	—	8	4	—	2	1	—	1	1	7	—	—	—	—	—	—	1	1	28
26.	In migratory character of workers ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	—	2
27.	Differ from factory to factory ..	—	—	—	1	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3
28.	Combination of above replies ..	—	9	—	31	8	2	2	2	—	1	—	14	—	2	—	3	—	—	1	3	78
29.	No comments ..	15	8	22	23	19	1	10	7	2	—	1	52	1	35	9	40	11	13	29	35	333
TOTAL ..		18	21	23	74	45	4	24	11	2	2	2	83	7	42	15	51	11	16	33	40	524

TABLE No. 2.320  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial No.	Q. No. 172 : (a) What are the factors contributing to Labour turnover and absenteeism ?	All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and Paper pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1.	Festivals, religious and social functions. . .	—	—	1	2	—	1	—	3	—	1	1	1	—	—	—	—	4	14
2.	Domestic worries, quarrels . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1
3.	Available of sporadic higher pay work. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
4.	Issue of medical certificates of ESI Doctors. . .	—	—	—	2	—	—	1	1	—	—	—	—	—	—	—	—	1	5
5.	Inadequate residential accommodation, less opportunities for promotion poor economic conditions ill health, etc. . .	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	2	4
6.	In security of job, bad working conditions, low wages, lack of medical facilities. . .	—	—	—	1	—	1	—	—	—	—	—	1	—	—	—	—	—	3
7.	We do not experience any abnormal absenteeism which seriously affecting or working. . .	—	—	—	—	—	—	—	—	1	—	—	—	—	1	—	—	1	4
8.	Seasonal absenteeism is always there. . .	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2
9.	Labour turnover is going down fast/negligible. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
10.	Absenteeism is to due to weak unions/or instigation of unions. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
11.	Monotony, hazardous work, uncongenial surroundings, willingness to work in night shifts . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
12.	These two effect a lot in improving productivity . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
13.	Under nutrition sickness, drinking benefits/evil habits. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
14.	Absence of motivation techniques. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
15.	Absenteeism is due to ESI Scheme. . .	—	—	—	1	—	—	—	—	—	—	—	1	—	—	1	—	1	4
16.	Both are decreasing. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
17.	Various factor such as social, economic, lack of promotion, psychologies etc. . .	1	2	—	1	—	—	—	2	1	—	—	1	—	1	—	1	14	24
18.	In migratory character of workers. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
19.	Lack of sense of responsibility. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
20.	Other replies (Combination of above factors) . .	2	1	3	4	1	1	4	7	3	—	2	2	1	1	3	—	29	62
21.	No comments. . .	4	4	4	9	2	—	1	5	1	2	—	6	1	3	2	—	71	115
	TOTAL . . .	7	9	10	22	4	4	6	18	6	3	1	12	2	6	8	3	127	248



TABLE No. 3,32C  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 172 : (a) What are the factors contributing to labour turnover and absenteeism ?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Festivals, religious and social functions. . .	—	—	—	1	—	—	—	—	—	—	1	—	4	6
2.	Provision of sick leave on full pay and its misuse. . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
3.	Inadequate residential accommodation, less opportunities for promotion etc., poor economic conditions and ill health, etc. . .	—	—	—	—	—	—	—	—	—	—	—	—	2	2
4.	Defects in the personnel policy of the management. . .	—	—	—	—	—	—	—	1	—	—	—	—	—	1
5.	We do not experience any abnormal absenteeism which seriously affected its working. . .	—	—	—	—	—	1	—	—	—	—	—	—	—	1
6.	Labour turnover is going down fast/ negligible. . .	—	—	—	—	—	—	1	—	—	—	—	—	—	1
7.	Under nutrition, sickness, drinking benefits/evil habits	1	—	—	—	—	—	—	—	—	—	—	—	1	2
8.	Labour turnover is due to fear of wages and other incentives being cut. . .	—	—	—	—	—	—	—	—	—	—	1	—	—	1
9.	Epidemic and seasonal diseases. . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
10.	Resignation, illness, oldage etc. contribute to labour turnover. . .	1	—	—	—	—	—	—	—	—	—	—	—	—	1
11.	Both are decreasing. . .	3	—	—	2	—	—	—	—	—	—	—	1	4	10
12.	Various factors (Combination of the factors given above). . .	1	—	—	1	—	—	1	—	—	—	—	—	2	5
13.	No comments.	6	4	2	11	1	—	3	2	1	3	1	2	73	109
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4.320  
 REPLY TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 172 (a) What are the factors contributing to labour turnover and absenteeism?	Central Trade Unions								Employers Associations					
		INT.U.C.	Its affiliates	ALT.U.C.	Its affiliates	UT.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.T.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Festivals, religious and social functions. . .	1	1	—	—	1	—	—	—	—	—	—	—	—	4
2.	Defects in personal policy of the management. . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
3.	We do not experience any abnormal absenteeism which seriously affected on working. . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
4.	Labour turnover is going down fast/negligible.	—	1	—	—	—	—	—	—	—	—	—	—	—	—
5.	Those two affect a lot in improving productivity. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6.	Under nutrition, sickness, drinking of benefits, evil habits . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—
7.	Epidemic and seasonal diseases. . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—
8.	Both are decreasing' . . .	—	10	—	—	—	—	—	—	—	—	—	—	—	1
9.	Factors such as social, economic, lack of promotion and psychologies, wage, etc. . .	—	—	—	—	—	—	—	—	—	—	1	1	—	3
10.	So many factors contribute to labour turnover and absenteeism. . .	—	2	—	—	—	—	—	3	—	—	—	—	1	10
11.	No comments. . .	—	22	—	22	—	2	1	6	1	5	—	2	—	7
	TOTAL . .	1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1.321  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial No.	Q. No. 172 : (a) What are the factors contributing to labour turnover and absenteeism ? (b) How do they affect improvement in productivity ? (See also Q.183)	Government Departments			Enterprises/undertakings							Employers Associations			Workers Unions							Others		Total
		Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and Other Institutions	Individuals			
			Labour	Others including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1.	Since productivity depends on the workmen's presence at work, absenteeism must be avoided to improve ..	2	—	—	2	1	—	1	2	—	—	—	2	—	—	—	—	—	—	—	—	—	10	
2.	Adversely affect improvement productivity. ..	—	8	1	23	12	2	14	1	1	2	1	18	—	7	2	7	—	—	5	3	107		
3.	We cannot say anything. ..	—	—	—	9	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	10		
4.	Not only reduces output but also increases cost of production. ..	—	—	—	—	—	—	—	—	—	—	—	4	—	—	—	—	—	—	—	—	4		
5.	Reduces the income of labour. ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1		
6.	The productivity is not affected at all ..	—	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	2		
7.	Its incidence is not high in plantations. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1		
8.	They do affect to some extent. ..	—	—	—	—	1	—	—	—	—	—	—	—	1	—	1	—	—	—	—	—	3		
9.	Combination of some of the above replies ..	2	1	—	4	—	—	—	—	—	—	—	—	4	1	2	—	—	—	1	—	15		
10.	No comments. ..	14	12	22	35	30	2	9	7	1	—	1	59	2	34	10	44	11	14	27	37	371		
TOTAL ..		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524		

TABLE No. 2.321  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)**

Serial Number	Q. No. 72 (a) What are the factors contributing to labour turnover and absenteeism?  (b) How do they effect improvement in the productivity?  [Reply to Part (b) only]																		
		All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engg. including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper and Paper pulp	Others	Total
1	1. Since productivity depend on the worker's presence at work, absenteeism must be provided to improve.	—	—	1	2	—	—	—	1	1	—	—	—	—	—	—	—	3	8
2	2. Adversely affect improvement and productivity	—	1	4	9	1	2	5	7	3	—	—	3	2	4	5	2	26	74
3	3. We cannot say anything.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	9	10
4	4. Not only reduced output but also increases cost of production	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	4
5	5. Reduces the income of labour.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6	6. The productivity is not affected at all.	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	2
7	7. They do affect to some extent	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1
8	8. Other replies (Combination of above replies)	—	—	—	—	—	—	—	1	—	1	1	—	—	—	—	—	—	3
9	9. No comments.	7	7	5	10	3	1	1	9	1	2	—	9	—	2	2	1	84	144
	TOTAL	7	9	10	22	5	3	7	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.321  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 172 : (a) What are the factors contributing to labour turnover and absenteeism ? (b) How do they affect improvement in productivity?  [Reply to part (b) only]	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1. Adversely affect improvement in productivity.	..	2	—	—	4	—	1	1	—	—	—	—	1	7	16
2. Its incidence is not high in plantations	..	1	—	—	—	—	—	—	—	—	—	—	—	—	1
3. They do affect to some extent.	..	—	—	—	—	—	—	—	—	—	—	—	—	2	2
4. Other replies	..	—	1	—	—	—	—	—	—	—	—	1	—	5	7
5. No comments	..	9	3	2	11	1	—	4	3	1	3	2	2	74	115
TOTAL ..	..	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4.321  
**REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS UNIONS/ASSOCIATION-WISE**

Serial Number	Q. No. 172 : (a) What are the factors contributing to labour turnover and absenteeism? (b) How do they affect improvement in productivity? (See also Q. 183)  [Reply to part (b) only]	Central Trade Unions								Employers Associations					
		I.N.T.U.C.	Its affiliates	A.L.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Since productivity depends on the workmen's presence at work, absenteeism must be avoided to improve.	—	—	—	—	—	—	—	—	—	—	—	—	—	1
2.	Adversely affect improvement and productivity.	—	14	—	1	—	—	—	3	—	—	1	1	1	14
3.	Not only reduces output but also increases cost of production.	—	—	—	—	—	—	—	—	—	—	—	—	—	1
4.	They do affect, to some extent.	—	—	—	—	1	—	—	—	—	—	—	—	—	—
5.	To a varied extent.	1	2	—	—	1	—	—	—	—	—	—	—	—	—
6.	No comments	—	25	—	21	1	2	1	6	1	5	—	2	—	10
TOTAL ..		1	41	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1.322

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q.No. 173 : What is the place of the motivation of worker for improving his standard of living in the successful working of incentive schemes?	Government Departments			Enterprises/undertakings							Employers Associations			Workers unions							Others		Total
		Central	Labour	State Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Private			Central Organisation	State/Regional Branches	Other Association/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Other unions		Research and other Institutions	Individuals			
								Large-size	Medium-size	Small-size								Large-size	Medium-size			Small-size		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1.	Is the main plank in the successful working of incentive schemes. ..	—	10	1	26	19	1	8	1	1	1	1	13	—	3	2	4	—	—	—	3	3	97	
2.	Should be attractive enough to lead the worker think that he can achieve his ambition. ..	1	1	—	4	—	—	1	—	—	—	—	1	5	4	3	6	—	—	—	2	—	28	
3.	Induces the worker to work hard and earn more. ..	1	1	—	13	—	—	2	1	—	—	—	2	—	—	—	2	—	1	1	1	1	25	
4.	Illiterate workers are not motivated sufficiently to improve their standard of living. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
5.	Motivation can work only under conditions of equity and faith. ..	—	—	—	2	—	—	—	—	—	—	—	—	—	—	1	1	—	—	—	—	1	5	
6.	If workers are not misguided by trade unions, this should work well. ..	—	—	—	—	1	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	3	
7.	Though it is important, how to motivate them is still not known. ..	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
8.	Education of workers in the gains of productivity. ..	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
9.	Motivation of worker can lead to higher productivity. ..	—	1	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	3	
10.	A change in union attitude is the most vital factor in the successful working of incentive schemes	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
11.	The worker has to be motivated. ..	—	—	—	—	—	—	1	—	—	—	—	2	—	—	—	1	—	—	—	—	—	4	

TABLE No. 1.372 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
12.	Research has proved, momentary motivation plays a secondary role.	..	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
13.	No incentive is applicable in the organisation.	..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
14.	Plays an important role.	..	—	—	—	3	1	1	—	—	—	—	3	—	—	—	1	—	—	—	—	—	9
15.	To keep in view also the quality of production and minimum production	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16.	To a great extent.	..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17.	A change in union attitude is the most vital factor and it is the main plank in the successful working of incentive schemes.	..	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
18.	No comments.	..	15	7	21	22	22	2	10	8	1	1	59	2	35	9	36	11	14	27	35	338	
	TOTAL	..	18	21	23	74	45	4	24	11	2	2	84	7	42	15	51	11	15	33	40	524	



TABLE No. 2.322  
REPLIES TO THE QUESTIONNAIRE---INDUSTRY-WISE DISTRIBUTION OF RESPONDENT (EMPLOYERS)

Serial Number	Q.No. 173 : What is the place of the motivation of Worker for improving his standard of living in the successful working of incentive schemes	All Plantations	Mining including Coal	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engg. including machine tools & Sc. instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilisers	Chemicals and Chemical products	Paper and Paper pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1.	Is the main plank in the successful working of incentive schemes ..	—	3	1	5	3	1	4	9	4	—	—	5	1	4	4	—	27	71
2.	Should be attractive enough to lead the worker think, he can achieve his ambition ..	—	—	1	—	—	—	—	—	—	1	1	—	—	—	—	2	1	6
3.	Induces the worker to work hard and earn more. ..	—	2	1	1	—	—	—	2	—	—	—	—	—	—	1	—	11	18
4.	Illiterate workers are not motivated sufficiently to improve their standard of living ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
5.	Motivation can work only under conditions of equity and faith ..	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	2
6.	If workers are not misguided by trade unions, this should work well. ..	—	—	—	2	—	—	—	1	—	—	—	—	—	—	—	—	—	3
7.	Though it is important, how to motivate them is still not known ..	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2
8.	Education of workers in the gains of productivity. ..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
9.	Motivation of worker can lead to higher productivity. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2
10.	A change in Union attitude is the most vital factor in the successful working of incentive schemes ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
11.	The worker has to be motivated. ..	—	—	—	2	—	—	1	—	—	—	—	—	—	—	—	—	—	3
12.	Research has proved, monetary motivation plays a secondary role. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
13.	No incentive is applicable in the organisation ..	—	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	2
14.	Plays an important role. ..	—	—	1	1	—	—	—	—	1	—	—	—	—	1	—	—	4	8
15.	It is the main plank in the successful working of incentive schemes but change in union attitude is the most vital factor ..	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16.	No comments ..	6	4	4	9	2	1	1	4	1	2	—	7	—	1	3	1	80	126
	TOTAL ..	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE [No. 3.322  
 REPLIES TO THE QUESTIONNAIRE—IN USTRY-WISE DISTRIBUTION OF RESPONDENTS (NION)

Serial Number	Q. No. 173 : What is the place of the motivation of worker for improving his standard of living in the successful working of incentive schemes?	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16														Total
		All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total	
1.	Is the main plank in the successful working of incentive schemes. ..	1	—	—	2	—	1	1	—	—	—	—	—	4	9	
2.	Should be attractive enough to lead the worker think, he can achieve his ambition. ..	3	—	—	2	—	—	1	—	—	—	1	1	10	18	
3.	Induces the worker to work hard and earn more. ..	2	—	—	1	—	—	—	—	—	—	+	—	—	3	
4.	Motivation can work only under conditions of equity and faith. ..	—	1	—	1	—	—	—	—	—	—	—	—	—	2	
5.	The worker has to be motivated. ..	—	—	—	—	—	—	—	—	1	—	—	—	—	1	
6.	Plays an important role. ..	—	—	—	[1	—	—	—	—	—	—	—	—	—	1	
7.	No comments ..	6	3	2	8	1	—	3	3	—	3	2	2	74	107	
TOTAL ..		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

REPLIES TO THE QUESTIONNAIRE — DISTRIBUTION OF RESPONDENTS — UNION/ASSOCIATION-WISE

Serial Number	Q. No. 173 ; What is the place of the motivation of worker for improving his standard of living in the successful working of incentive schemes?	Central Trade Union										Employers Associations				
		INTUC	Its affiliates	AITUC	Its affiliates	UTUC	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	Is the main plant in the successful working of incentive schemes. . .	—	3	—	2	—	—	—	1	—	—	1	1	—	12	
2.	Should be attractive enough to lead the workers think he can achieve his ambition. . .	1	11	—	—	2	—	—	—	—	—	—	—	—	1	
3.	Includes the worker to work hard and earn more. . .	—	1	—	—	—	—	—	—	—	—	—	—	—	1	
4.	Motivation can work only under conditions of equity & faith. . .	—	1	—	—	—	—	—	1	—	—	—	—	—	1	
5.	Though it is important how to motivate them is still not known. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
6.	A change in union attitude is the most vital factor in the successful working of incentive schemes. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
7.	The worker has to be motivated. . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
8.	Plays an important role. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
9.	A change in union attitude is the most vital factor and the main plant in the successful working of incentive schemes. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
10.	No comments . .	—	22	—	19	1	2	1	7	1	5	—	2	1	6	
	TOTAL . .	1	38	—	22	3	2	1	9	1	5	1	3	1	26	

TABLE No. 1.323  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q.No. 174 : What is the effect of (a) 'go-slow' (b) 'work to rule' and (c) 'Unions ban on overtime' on creating a climate for improving productivity ?	Government Departments			Enterprises/undertakings							Employers Association			Workers Unions						Others		Total
		Central	Labour	State	Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Association/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industrial-wise)	Other Unions			Research and other Institutions	Individuals		
								Large size	Medium size	Small size							Large size	Medium size	Small size				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1.	'Go-slow' and 'work to rule' obviously destroy the climate for improving productivity and is the worst fit. . .	1	2	—	12	1	1	1	—	—	—	—	—	2	—	1	2	—	—	—	—	1	24
2.	'Go-slow' is more harmful than strikes or lockouts, etc. . .	—	—	—	2	1	—	1	—	—	—	—	1	2	1	—	—	—	—	—	—	—	8
3.	"Unions' ban on overtime" will improve the productivity and health of the worker. . .	—	—	—	2	1	1	1	—	1	—	—	—	2	—	1	—	—	—	—	—	—	9
4.	All these are harmful and affect production. . .	1	12	2	30	22	—	9	3	—	1	1	25	—	4	2	9	—	2	5	2	130	
5.	'Work to rule' impedes the progress of work. . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
6.	In case of go-slow or work to rule on the part of workers, they fore-go their earnings from incentive schemes. . .	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2	
7.	They should be banned altogether in the interest of production. . .	—	—	—	2	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	4	
8.	'Work to rule' may not affect production, if followed honestly. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	
9.	'Work to rule' and 'ban on overtime' will make the organisation flexible. . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	
10.	Pay on overtime normally does not affect the climate for production adversely. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	

TABLE No. 1.323 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
11.	These do not affect where the incentive schemes are working.	..	--	--	--	--	--	--	--	--	--	1	--	--	--	--	--	--	--	--	--	1	
12.	Such measures are designed to bring undue pressure on the employers for conceding the demands of the workers and result in reducing productivity.	..	--	--	--	--	--	--	--	--	--	--	--	--	--	2	--	--	--	--	--	2	
13.	'Go-slow' and should also be recognised as strike.	..	--	1	1	--	--	--	1	--	--	--	1	--	--	--	--	--	--	--	--	4	
14.	It is absurd to link these with productivity.	..	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1	--	--	--	--	1	
15.	Various effects (combination of the above).	..	--	--	5	--	--	3	1	--	--	--	5	--	1	1	1	--	--	--	--	17	
16.	No comments	..	16	6	20	19	20	2	9	6	1	1	1	48	--	35	8	37	11	13	28	27	308
	TOTAL ..	..	18	21	23	74	45	4	24	11	2	2	3	83	7	42	51	11	15	33	30	514	

TABLE No. 2.323  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q.No. 174 : What is the effect of (a) go slow, (b) work to rule and (c) Unions ban on overtime on creating a climate for improving producti- vity ?	Total																			
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
		All Plantations	Mining including Coal	Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including machine tools and Scientific instruments	Oil extraction, refining and distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and paper pulp	Others		
1.	Go-slow and work to rule obviously destroy the climate for improving productivity and is the worst fit. ..	—	—	—	2	—	—	1	—	—	—	1	—	—	—	—	—	1	10	15	
2.	Go-slow is more harmful than strikes or lockouts etc. ..	—	1	1	1	—	—	—	—	—	—	—	1	—	—	—	—	—	2	5	
3.	Unions' ban on overtime will impro- ve the productivity and health of the workers. ..	—	—	—	1	1	—	—	1	1	—	—	—	1	—	—	—	—	1	6	
4.	All those are harmful and affect pro- duction. ..	1	6	—	—	12	3	1	3	9	5	—	—	3	2	3	5	2	36	91	
5.	In case of go-slow or work to rule on the part of workers, they forego their earnings from incentive schemes. ..	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	2	
6.	They should be banned altogether in the interest of production. ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	3	4	
7.	These do not affect where the incen- tive schemes are working. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
8.	Go-slow should also be recognised as strike. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	2	
9.	A suitable combination of above re- plies. ..	1	—	2	2	—	—	—	2	3	—	—	—	—	—	1	—	—	4	15	
10.	No comments. ..	5	1	4	6	2	1	—	4	1	2	—	8	—	1	1	3	—	69	107	
	TOTAL ..	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3.323  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 174 : That is the effect of (a) 'go-slow' (b) 'work to rule' and (c) 'Unions' ban on overtime' on creating a climate for improving productivity?	2														Total
		3	4	5	6	7	8	9	10	11	12	13	14	15	16	
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including machine tools & Sc. Instruments	Oil extraction, refining and distribution	Banking	Rail Transport	Road Transport	Others		
1.	Go-slow and work to rule obviously destroy the climate for improving productivity. ..	—	—	—	2	—	—	—	—	—	—	1	—	2	5	
2.	Go-slow is more harmful than strikes or lockouts etc. ..	—	—	—	—	—	—	—	—	—	—	—	—	3	3	
3.	Unions ban on overtime will improve the productivity and health of the worker. ..	—	—	—	—	—	—	—	—	—	—	1	—	2	3	
4.	All these are harmful and affect production. ..	5	—	—	3	—	—	2	1	—	—	—	1	5	17	
5.	Work-to-rule may not affect the production, if followed honestly. ..	—	—	—	—	—	—	—	—	1	—	—	—	—	1	
6.	'Work to rule' and 'ban on overtime' will make the organisation flexible. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
7.	Ban on overtime does not affect the climate for productivity adversely. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
8.	Such measures are designed to bring undue pressure on the employers for conceding the demands of the workers and result in reducing productivity. ..	—	—	1	—	—	—	—	—	—	—	—	—	1	2	
9.	It is absurd to link these with productivity. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
10.	Various effects (combination of the above) ..	1	—	—	—	—	1	—	—	—	—	—	—	1	3	
11.	No comments. ..	6	4	1	9	1	—	3	2	—	3	1	2	72	104	
	TOTAL ..	12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4.323  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS-UNION/ASSOCIATION-WISE

Serial Number	Q. No. 174 : What is the effect of (a) go-slow, (b) work to rule and (c) Unions ban on overtime on creating a climate for improving productivity?	Central Trade Unions										Employers Associations				
		INT.U.C.	Its affiliates	A.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.T.M.O.	Its affiliates	Council of Indian Employers	Its affiliates	16
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	Go-slow and work to rule obviously destroy the climate for improving productivity and is the worst fit. ..	—	—	—	—	1	—	1	—	—	—	—	—	—	—	1
2.	Go-slow is more harmful than strikes or lockouts etc. ..	1	—	—	—	1	1	—	—	—	—	—	—	—	—	—
3.	Unions ban on overtime will improve the productivity and health of the worker. ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2
4.	All these are harmful and affect production. ..	—	13	—	—	—	—	—	1	—	—	1	1	—	—	17
5.	In case of go-slow or work to rule on the part of workers, they forego their earnings from incentive schemes. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6.	Work to rule may not affect production if followed honestly. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—
7.	Ban on overtime normally does not affect the climate for productivity adversely. ..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—
8.	These do not effect where the incentive schemes are working. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
9.	Such measures are designed to bring undue pressure on the employers for conceding the demands of the workers and result in reducing productivity. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—
10.	Various combinations of the above effects. ..	—	2	—	—	—	—	—	1	—	—	—	—	—	—	1
11.	No comments. ..	—	22	—	21	—	1	—	6	1	5	—	2	1	3	3
TOTAL ..		1	38	—	22	3	2	1	9	1	5	1	3	1	26	



TABLE No. 1.324

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 175 ; (a) What is the role of rationalisation in improved productivity ?	Government Departments			Enterprises/undertakings							Employers Associations				Workers unions							Others			Total
		Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other unions			Research and Other Institutions	Individuals					
			Labour	Others including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23				
1.	Rationalisation helps both Labour and Management a long way in increasing productivity. ..	—	—	1	4	—	1	1	—	—	—	—	3	—	1	1	—	—	—	—	—	—	12			
2.	Rationalisation is the soul of improved productivity. ..	—	10	2	14	9	—	7	1	—	2	1	24	—	2	2	3	—	—	—	2	2	81			
3.	Our experience is that while rationalisation has improved productivity there has not been any reduction in cost. ..	—	—	—	11	—	—	—	—	—	—	—	—	—	4	1	5	—	—	—	—	—	21			
4.	Since this has not yet been introduced, we cannot say. ..	2	—	—	5	—	1	—	—	—	—	—	2	4	—	1	—	—	—	1	—	—	16			
5.	To a little extent, rationalisation is good. ..	—	—	—	—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	1	—	3			
6.	Rationalisation of basic wage structure prior to introducing any incentive system will improve productivity.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1			
7.	Rationalisation is a necessity, but there are handicaps. ..	—	2	—	3	—	—	1	—	—	—	—	2	—	—	—	—	—	—	1	2	—	11			
8.	It has not helped in improving productivity as it will create surplus labour in the field of employment. ..	—	—	—	1	1	—	—	—	—	—	—	—	—	1	—	1	—	—	—	—	—	4			
9.	It will bring reasonable prices and assist in export potentialities of manufactured goods. ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	—	—	—	—	—	—	2			
10.	No rationalisation has been tried in our organisation. ..	—	—	—	3	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	5			

TABLE No. 1.324 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
11.	The principles of rationalisation are commendable ..	..	..	..	..	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	2
12.	No rationalisation is required in our industry. ..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
13.	It should be introduced after taking the workers into confidence. ..	..	2	..	2	2	..	1	1	..	..	..	..	..	1	..	..	..	..	..	..	9
14.	Rationalisation does not mean rationalisation of labour cost only. ..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	1	1	..	..	..	..	3
15.	There is only some rationalisation with us. ..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1
16.	It is one of the methods for improving productivity. ..	..	..	..	1	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	2
17.	Rationalisation cannot always be a means for improving productivity in all cases. ..	..	..	..	..	1	..	..	..	..	..	..	1	1	..	..	..	..	..	..	..	3
18.	Rationalisation should be without tears and lion share of the gains should go to labour-then only it should be introduced. ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	1
19.	It has important role. ..	..	..	..	..	1	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	2
20.	It is useful but there is constant opposition from unions. ..	..	..	..	..	..	..	1	..	..	..	..	..	1	..	..	..	..	..	..	..	2
21.	Rationalisation is useful but should be without tears. ..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
22.	Little scope in small establishments. ..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	1
23.	Deserves consideration at a higher level. ..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
24.	No comments. ..	16	5	20	29	29	2	11	9	2	..	1	47	..	31	8	39	11	15	29	35	339
	TOTAL ..	18	21	23	74	45	4	24	11	2	2	2	84	76	42	15	51	11	15	33	40	524

TABLE No. 2.324  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 175 (a) What is the role of rationalisation in improved productivity ?																			Total
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilisers	Chemicals & Chemicals Products	Paper and paper pulp	Others		
1																				
1	Rationalisation helps both labour and management a long way in increasing productivity. . .			2					1						2	1			3	9
2	Rationalisation is the soul of improved productivity. . .	1	5		11	1	1	4	5	2	1		1	1	2	3			21	58
3	Our experience is that while rationalisation has improved productivity, there has not been any reduction in cost. . .								2										9	11
4	Since this has not yet been introduced, we cannot say. . .			1							1	1							5	8
5	To a little extent, rationalisation is good. . .							1										1	2	
6	Rationalisation of basic wage structure prior to introducing any incentive system will improve productivity. . .								1											1
7	Rationalisation is a necessity, but there are handicaps. . .	1			1				2									2	6	
8	It has not helped in improving productivity as it will create surplus labour in the field of employment. . .												1						1	2
9	It will bring reasonable prices and assist in export potentialities of manufactured goods. . .																		1	1
10	No rationalisation has been tried in our organisation. . .						1			1									2	4
11	The principles of rationalisation are commendable. . .	1																	1	2

TABLE No. 2.324 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12.	No rationalisation is required in our industry. ..	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1
13.	It should be introduced after taking the workers into confidence. ..	--	1	--	1	1	--	--	1	--	--	--	--	--	--	--	--	2	6
14.	There is only some rationalisation with us. ..	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1
15.	It is one of the methods for improving productivity. ..	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1	--	--	1
16.	Rationalisation cannot always be a means for improving productivity in all cases. ..	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	--	1	2
17.	It has important role. ..	--	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	--	1
18.	It is useful but there is constant opposition from unions. ..	--	--	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	1
19.	Little scope in small establishments. ..	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1
20.	No comments. ..	4	1	7	8	2	--	1	6	3	1	--	10	--	1	6	2	78	130
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.324  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 175 ; (a) What is the role of rationalisation in improved productivity?	All Plantations	Minning and Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Rationalisation helps both labour and management a long way in increasing productivity.	—	—	—	1	—	—	—	—	—	—	—	—	1	2
2.	Rationalisation is the soul of improved productivity	—	—	—	2	—	1	1	—	—	—	—	—	3	7
3.	Our experience is that while rationalisation has improved productivity, there has not been any reduction in cost.	3	—	—	2	—	—	—	—	—	—	—	1	4	10
4.	Since this has not yet been introduced, we cannot say.	—	—	—	—	—	—	—	—	—	—	2	—	3	5
5.	It has not helped in improving productivity as it will create surplus labour in the field of employment.	—	—	—	1	—	—	—	—	—	—	—	—	1	2
6.	It will bring reasonable prices and assist in export potentialities of manufactured goods.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
7.	No rationalisation has been tried in our organisation.	—	—	—	1	—	—	—	—	—	—	—	—	—	1
8.	It should be introduced after taking the workers into confidence.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
9.	Rationalisation does not mean rationalisation of labour cost only	1	—	—	—	—	—	—	—	—	—	—	—	2	3
10.	It is one of the methods for improving productivity.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
11.	Rationalisation cannot always be a means for improving productivity in all cases.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
12.	Rationalisation should be without tears and lion share of the gains should go to labour than only it should be introduced.	—	—	—	—	—	—	1	—	—	—	—	—	—	1
13.	It has important role.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
14.	It is useful but there is constant opposition from unions.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
15.	No comments.	8	4	2	8	1	—	3	3	1	3	1	2	68	104
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4.324  
REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 175 : (a) What is the note of rationalisation in improving productivity?	Central Trade Unions										Employers Associations				
		INTUC	Its affiliates	AITUC	Its affiliates	UTUC	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	Rationalisation helps both labour and management a long may in increasing productivity. . .		1	—	—	—	—	—	1	—	—	—	1	—	1	
2.	Rationalisation is the soul of improved productivity. . .	—	2	—	1	—	—	—	2	—	—	1	1	1	10	
3.	Our experience is that while rationalisation has improved productivity there has not been any reduction in cost. . .	—	10	—	—	—	—	—	—	—	—	—	—	—	—	
4.	Since this has not been introduced as yet, we cannot say. . .	1	—	—	—	1	—	—	—	—	—	—	—	—	—	
5.	Rationalisation is a necessity, but there are handicaps. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
6.	It has not helped in improving productivity as it will create surplus labour in the field of employment. . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	
7.	The principles of rationalisation are commendable. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
8.	The rationalisation is required in our industry. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
9.	It should be introduced after taking the workers into confidence. . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
10.	Rationalisation does not mean rationalization of labour cost only. . .	—	1	—	—	1	—	—	—	—	—	—	—	—	—	
11.	There is only some rationalisation with us. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
12.	It is one of the methods for improving productivity. . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	
13.	Rationalisation cannot always be a means for improving productivity in all cases. . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	
14.	Rationalisation should be without tears and lion share of the gains should go to labour than only it should be introduced. . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	
15.	It has important role. . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	
16.	It is useful but there is constant opposition from unions. . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	
17.	No comments. . .	—	23	—	20	—	1	—	5	—	—	—	1	—	6	
	TOTAL :	1	38	—	22	3	2	1	9	1	5	1	3	1	26	

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

TABLE No. 1.325

Serial No.	Q. No. 175 : (a) What is the role of rationalization in improving productivity? (b) The 15th Session of Indian Labour Conference had made some recommendations (Appendix-XI) for regulating the process of rationalization. Have these recommendations helped rationalization.  [Reply to part (b) only].	Government Departments				Enterprises/Undertakings						Employers' Associations			Workers' Unions						Others		Total
		Central	State		Other including Local Bodies	Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other unions			Research and other Institutions	Individuals	
			Labour	Other including Local Bodies					Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1.	They are rational and useful and provide a useful frame of work. . .	—	7	3	15	7	1	3	3	—	2	1	14	4	7	3	12	—	1	4	2	89	
2.	Many of the recommendations cannot be implemented due to the resentment of employers. . .	1	—	—	2	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	4	
3.	Many of the recommendations cannot be implemented due to the resentment of employees. . .	—	1	—	3	—	—	1	—	—	—	—	3	1	—	—	—	—	—	—	—	9	
4.	An expert body should suggest means of rationalisations which should be incumbent on both the unions and management put through . .	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2	
5.	We do not think it has gone very far in advancing the cause of rationalization. . .	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
6.	It provides a working basis on which rationalization can be carried out . .	—	2	—	1	—	—	—	1	—	—	—	5	—	1	—	—	—	—	—	—	10	
7.	Recommendations are reasonable but have not been implemented . .	—	2	—	1	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	1	6	
8.	They are reasonable . .	—	—	—	3	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	4	
9.	They need reconsideration. . .	—	—	—	—	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	3	
10.	They had a salutary effect for a number of years but now there is opposition from workers, etc. . .	—	—	—	2	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3	
11.	They have not been successful due to the adamant attitude of the unions . .	—	1	—	—	1	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	4	

TABLE No. 1.325 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
12.	They have not been helpful to a great extent.	..	..	1	—	3	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	5	
13.	They have not helped Labour in any way.	..	..	—	—	—	—	—	—	—	—	—	—	—	1	—	3	—	—	—	—	4	
14.	Yes, very helpful, but requires modification so as to make it very clear whether rationalization could be introduced unilaterally or whose right is to introduce rationalisation in unit/industry.	..	..	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	
15.	Other replies (combinations of above)	..	..	—	—	—	—	—	—	—	—	—	1	1	—	1	—	—	—	—	—	3	
16.	No comments.	..	17	7	20	42	35	3	15	7	2	—	1	56	1	33	10	36	11	14	29	36	375
TOTAL ..		..	18	21	23	74	45	4	24	11	2	2	84	7	42	15	51	11	15	33	40	524	



TABLE No. 2.325  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)**

Serial Number	Q. No. 175: (a) What is the role of rationalisation improved productivity? (b) The 15th Session of Indian Labour Conference had made some recommendations (Appendix-XI) for regulating the process of rationalisation. Have these recommendations helped rationalisations?  [Reply to Part (b) only]																				Total
		All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilisers	Chemicals and Chemical Products	Paper and paper pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1.	They are rational and useful and provide a useful frame of work .. ..	1	3	2	6	1	—	4	5	1	—	—	3	1	4	—	—	15	46		
2.	Many of the recommendations cannot be implemented due to the resentment of employers ..	—	—	—	—	—	—	—	—	—	1	1	—	—	—	—	—	—	2		
3.	Many of the recommendations cannot be implemented due to the resentment of workers ..	1	—	—	—	—	1	—	—	1	—	—	—	—	—	1	—	3	7		
4.	An expert body should suggest means of rationalisation which should be incumbent on both the union and management put through. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	2		
5.	We do not think it has gone very far in advancing the cause of rationalisation. ..	—	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	2		
6.	It provides a working basis on which rationalisation can be carried out. ..	1	3	—	2	—	—	—	—	1	—	—	—	—	—	—	—	—	7		
7.	Recommendations are reasonable than but have not been implemented. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	2	3		
8.	They are reasonable. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	4		
9.	They need reconsideration. ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1	2		
10.	They had a salutatory effect for a number of years but now there is opposition from workers etc. ..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2	3		
11.	They have not been successful due to the adamant attitude of the Unions. ..	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	1	3		
12.	They have not been helpful to a great extent. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	1	—	—	2	4		
13.	Yes, very helpful but requires modification so as to make it very clear whether rationalisation could be introduced unilaterally or whose right it is to introduce rationalisation in Unit/Industry. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1		
14.	They have helped neither the cause of rationalisation nor labour. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
15.	No comments. ..	4	3	8	7	2	2	2	10	3	2	—	9	—	1	6	3	99	161		
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3.325  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 175: (a) What is role of rationalisation in improved productivity? (b) The 15th Session of Indian Labour Conference had made some recommendations (Appendix-XI) for regulating the process of rationalisation. Have these recommendations helped rationalisation?	All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	They are rational and useful and provide a useful frame of work ..	5	—	—	5	—	1	—	—	1	—	—	1	14	27
2.	Many of the recommendations cannot be implemented due to resentment of employers ..	—	—	—	—	—	—	—	—	—	—	1	—	—	1
3.	Many of the recommendations cannot be implemented due to the resentment of employees. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
4.	It provides a working basis on which rationalization can be carried out. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
5.	They have not helped labour in any way. ..	1	—	—	2	—	—	—	—	—	—	—	—	1	4
6.	No comments. ..	6	4	2	8	1	—	5	3	—	3	2	2	71	107
TOTAL ..		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4.325  
**REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE**

Serial Number	Q. No. 175 (a) What is the role of rationalisation in improved productivity?  (b) The 15th Session of Indian Labour Conference had made some recommendations (Appendix XI) for regulating the process of rationalisation. Have these recommendations helped rationalisation?  [Reply to part (b) only]	Central Trade Unions										Employers Associations			
		INTUC	Its affiliates	AITUC	Its affiliates	UTUC	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Many of the recommendations cannot be implemented due to the resentment of employees.	1	—	—	—	—	—	—	—	—	—	—	—	—	3
2.	We do not think it has gone very far in advancing the cause of rationalisation.	—	—	—	—	—	—	—	—	—	—	—	—	—	1
3.	It provides a working basis on which rationalisation can be carried out.	—	—	—	—	—	—	—	1	—	—	—	—	—	2
4.	They are rational and useful and provide a useful frame of work.	—	12	—	1	2	1	1	1	1	—	1	2	1	6
5.	They are reasonable.	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6.	They had a salutary affect for a number of years but now there is opposition from workers, etc.	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7.	They have not been successful due to the adamant attitude of the unions.	—	—	—	—	—	—	—	—	—	—	—	—	—	1
8.	They have not been helpful to great extent.	—	—	—	—	—	—	—	—	—	—	—	—	—	1
9.	They have not helped labour in any way.	—	1	—	1	—	—	—	1	—	—	—	—	—	—
10.	Yes, very helpful but requires modification so as to make it very clear whether rationalisation could be introduced unilaterally or whose right it is to introduce rationalisation in unit/industry.	—	—	—	—	—	—	—	—	—	—	—	—	—	1
11.	They have not helped neither the cause of rationalisation nor labour.	—	—	—	—	—	—	—	—	—	—	—	—	—	1
12.	No comments	—	25	—	20	1	1	—	6	—	5	—	1	—	8
	TOTAL	1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1.326  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments										Enterprises/undertakings							Employers Associations				Workers unions						Others		Total
	Central			State		Central Sphere			State Sphere		Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals					
				Labour	Other including Local Bodies																					Large-size	Medium-size	Small-size	Large-size	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23							
1. Automation should have top priority.	4	1	—	—	10	5	—	7	2	—	2	1	11	1	2	1	—	—	—	—	—	1	48							
2. Automation should not mean loss of employment ..	—	2	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	4							
3. In an economy where labour is plentiful automation should be restricted to only complex operations. ..	—	—	—	—	2	1	—	—	1	—	—	—	1	—	1	—	1	1	—	1	—	—	9							
4. Since automation leads to economy and saying it should be given top priority. ..	—	—	—	—	11	—	—	1	—	—	—	—	2	—	—	—	—	—	—	—	—	1	15							
5. Since it affects employment, its implementation should be slow. ...	—	1	—	—	1	2	—	—	—	—	—	—	2	1	1	—	—	—	—	1	1	—	10							
6. Desirable, if it does not lead to retrenchment and use of foreign exchange resources. ...	—	1	1	3	—	—	1	1	—	—	—	—	—	—	—	—	2	—	—	—	—	—	10							
7. Though it may create temporary unemployment it is very essential. ...	—	—	—	—	6	3	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	—	11							
8. Automation helps the development of an industry. ...	—	—	—	—	4	2	1	1	—	—	—	—	8	—	—	—	—	—	—	1	—	—	17							
9. Gradual automation is welcome. ...	—	1	—	—	5	1	1	2	—	—	—	—	3	—	—	—	—	—	—	—	—	—	13							
10. Should have a beginning at least..	—	1	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3							
11. Should be deferred for some more time. ...	—	—	—	—	—	1	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	3							
12. Useful only for foreign made goods industries. ...	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2							
13. This has not caused any problem for us. ...	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1							

TABLE No. 1.326 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
14.	In all expert oriented industries, this must be an inevitable forecast.	..	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
15.	Engineering industry in India is still not even mechanised and therefore, automation is difficult.	..	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
16.	Automation should be introduced only on technical grounds	..	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
17.	It must be relative to the local situation in the economy Industry.	..	—	—	—	—	—	1	—	—	—	—	1	—	—	1	—	—	—	—	1	4	
18.	It should be introduced in all jobs which are monotonous.	..	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
19.	Recourse to automation is essential if the Indian have to compete in the world market.	..	—	—	—	—	—	—	1	—	—	—	3	—	—	—	—	—	—	—	—	4	
20.	It is not desirable under the present circumstances.	..	—	6	—	2	—	1	—	—	—	—	5	3	7	3	12	—	1	1	3	44	
21.	It should be given top priority if it promises for general improvements.	..	—	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
22.	Automation should be undertaken with a view to understanding the problem and its dimensions.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	
23.	Should be introduced only with natural consultation with labour.	..	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2	
24.	Should not be introduced at all.	..	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	—	1	—	—	3	
25.	Varies from Industry to Industry according to needs.	..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
26.	Discuss concentration at a high level	..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
27.	Help the industry but it should not mean loss of employment.	..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
28.	No comments	..	14	5	21	21	23	1	10	6	2	—	1	45	1	3	9	35	10	13	27	32	307
TOTAL		..	18	21	23	74	45	4	24	11	2	2	84	7	42	15	51	11	15	33	40	524	

TABLE No. 2.326  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 176: (a) What should be the place of 'automation' in the perspective of development?	Total																			
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1.	Automation should have top priority ..	—	—	—	1	—	4	—	1	1	3	1	1	—	2	—	4	—	—	—	20
2.	Automation should not mean loss of employment. ..	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
3.	In an economy where labour is plentiful automation should be restricted to only complex operation ..	—	—	—	—	—	—	—	1	1	1	—	—	—	—	—	—	—	—	—	2
4.	Since automation leads to economy and saving it should be given top priority. ..	—	—	—	—	—	1	—	—	—	—	1	—	—	—	—	—	1	—	11	
5.	Since it affects employment, its implementation should be slow ..	—	—	—	1	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	2
6.	Desirable, if it does not lead to retrenchment and use of foreign exchange resources. ..	—	—	—	—	—	1	—	—	—	—	—	—	—	1	1	—	—	1	1	
7.	Though it may create temporary unemployment, it is very essential ..	—	—	—	—	—	1	—	—	—	—	—	—	1	1	1	—	1	—	5	
8.	Automation helps the development of an industry ..	1	—	1	1	1	3	1	—	—	—	2	—	—	1	—	1	—	1	4	
9.	Gráduál automation is welcome ..	1	—	1	1	—	—	—	2	2	—	—	—	—	—	—	—	—	—	5	
10.	Should have a beginning at least ..	—	—	—	—	—	—	1	—	—	—	—	—	—	1	—	—	—	—	—	
11.	Should be deferred for some more time. ..	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	1	—	—	
12.	Useful only for foreign made goods & industries ..	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	
13.	This has not caused any problem for us ..	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	
14.	In all export oriented industries, this must be an inevitable forecast ..	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	

TABLE No. 2.326 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
15.	Engg. Industry in India is still not even mechanised and therefore automation is difficult ..	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	2
16.	Automation should be introduced only on technical grounds ..	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
17.	It must be relative to the local situation in the economy industry. ..	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
18.	It should be introduced in all jobs which are monotonous, of mass of production and which require quality. ..	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	2
19.	Recourse to automation is essential if the Indian Goods have to compete in the world market. ..	—	3	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	4
20.	It is not desirable under the present circumstances ..	—	1	—	—	—	1	—	1	—	—	—	—	—	—	1	—	4	8
21.	It should be given top priority if it promises general improvements. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
22.	Should be introduced only with mutual consultation with labour ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
23.	Varies from Industry to Industry according to needs ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
24.	Helps the Industry but it should not mean loss of employment ..	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	—	2
25.	No comments ..	5	1	6	7	2	—	1	5	1	2	—	5	—	—	4	1	65	108
	TOTAL ..	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.326  
 REPLY TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 176: (a) What should be the place of 'automation' in the perspective of development?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine Tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Automation should have top priority ..	—	—	—	—	—	—	—	—	—	—	—	—	4	4
2.	In an economy where labour is plentiful automation should be restricted to only complex operation. ..	—	—	—	—	—	—	—	—	—	—	—	—	3	3
3.	Since it affects employment, its implementation should be slow. ..	—	—	—	—	—	—	—	—	—	—	1	—	1	2
4.	Desirable, if it does not lead to retrenchment and use of foreign exchange resources. ..	—	—	—	—	—	—	—	—	—	—	—	1	1	2
5.	Though it may create temporary unemployment, it is very essential. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6.	It must be relative to the local situation in the economy/industry. ..	—	—	—	—	—	1	—	—	—	—	—	—	—	1
7.	It is not desirable under the present circumstances ..	5	—	—	5	—	—	3	1	1	—	—	—	11	26
8.	Should not be introduced at all. ..	1	—	—	—	—	—	—	—	—	1	—	—	1	3
9.	No comments. ..	6	4	2	10	1	—	2	2	—	2	2	2	66	99
	TOTAL ..	12	4	2	15	1	1	5	3	1	3	3	3	88	141



TABLE No. 4.326  
 REPLY TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number.	Q. No. 176 : (a) What should be the place of 'automation' in the perspective of development?	Central Trade Unions										Employers Associations				
		INTUC	Its affiliates	ATTUC	Its affiliates	UTUC	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	Automation should have top priority. ..	—	—	—	1	1	—	—	1	—	—	1	1	1	6	
2.	In an economy where labour is plentiful automation should be restricted to only complex operation. ..	—	—	—	—	—	—	—	—	1	—	—	—	—	—	
3.	Since automation leads to economy and saving it should be given top priority. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
4.	Since it affects employment its implementation should be slow. ..	—	—	—	—	—	—	—	1	—	—	—	—	—	1	
5.	Desirable if it does not lead to retrenchment and use of foreign exchange resources. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	1	
6.	Though it may create temporary unemployment it is very essential. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
7.	Automation helps the development of an industry. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	3	
8.	Gradual automation is welcome. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
9.	This has not caused any problem for us. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
10.	It must be relative to the local situation in the economy/industry. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	
11.	It is not desirable under the present circumstances. ..	1	14	—	3	1	1	—	1	—	—	—	—	—	3	
12.	Should not be introduced at all. ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	
13.	No comments. ..	—	22	—	18	—	1	1	6	—	5	—	2	—	6	
TOTAL		1	38	—	22	3	2	1	9	1	5	1	3	1	26	

TABLE No. 1.327  
 REPLY TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 176 : (a) What should be the place of 'automation' in the perspective of development? (b) How would automation affect labour-management relations? [Reply to part (b) only]															Enterprises/undertakings										Employers Associations				Workers unions						Others		Total																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
	Government Departments			State												Central Sphere			State Sphere			Cooperative			Private			Central Organisations				State/Regional Branches		Other Associations/ Organisations		Central Trade Unions			State/Regional Branches		All India Unions (Industry-wise)		Other unions			Research and other Institutions		Individuals																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
	Central	State		Labour		Others including Local Bodies																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		

TABLE No. 2.327  
 REPLY TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 176: (a) What should be the place of 'automation' in the perspective of development? (b) How would automation affect Labour Management relations?  [Reply to part (b) only]	Total																			
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and Paper Pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1.	Yes, it affects labour-management relations, especially when labour supply is plentiful. . .	—	1	1	2	1	—	2	—	—	—	—	—	—	1	—	1	3	12		
2.	It should not affect, if it does lead to retrenchment and further their recruitments. . .	1	—	—	2	1	—	1	1	1	—	—	2	1	1	—	—	4	15		
3.	It will adversely affect labour management relations, since unions feel there will be more unemployment. . .	1	—	1	3	—	1	1	2	1	—	—	2	—	1	—	—	21	34		
4.	Automation will not affect labour Management relations. . .	—	—	2	1	—	—	—	3	1	—	—	—	—	1	1	—	5	14		
5.	It will not affect if it is introduced after consulting labour. . .	—	4	—	2	—	—	—	1	1	—	1	1	—	—	1	1	3	16		
6.	It will of course reduce the labour problem. . .	—	—	—	—	—	—	—	3	—	—	—	—	—	—	—	—	2	5		
7.	It will not adversely affect in the long run. . .	—	—	—	2	—	—	—	—	1	1	—	—	1	—	—	—	6	11		
8.	It will bring improvement if mutual discussions are held. . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	3	4		
9.	Automation under a phased programme will improve labour management relations. . .	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	—	2	4		
10.	It would not affect, if public opinion is created in its favour. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
11.	Automation is selected units will not affect labour management relations. . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	—	—	2		
12.	The fear of automation should be removed from the minds of the worker through proper education. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
13.	It may affect in some cases. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
14.	Depends upon various factors. . .	—	1	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	3		
15.	No comments. . .	5	3	6	9	2	2	1	6	1	2	—	5	—	—	5	1	77	125		
TOTAL . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3.327  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 176 : (a) What should be the place of 'automation' in the perspective of development? (b) How would automation affect labour-management relations? [Reply to part (b) only]	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Yes, it affects labour-management relations, specially when labour supply is plentiful. . .	—	—	—	—	—	—	—	—	—	—	—	—	2	2
2.	It should not affect, if it does not lead to retrenchment and further the recruitments. . .	—	—	—	1	—	—	—	—	—	—	1	—	—	2
3.	It will adversely affect labour-management relations, since unions feel there will be more unemployment. . .	3	—	—	1	—	1	—	—	—	1	—	—	7	13
4.	Automation will not affect labour-management relations. . .	—	—	—	—	—	—	—	1	—	—	—	—	1	2
5.	It will not adversely affect in long run. . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6.	It will bring improvement, if mutual discussions are held. . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
7.	Automation under a phased programme will improve labour-management relation. . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
8.	No comments. . .	9	4	2	13	1	—	5	2	1	2	2	3	75	119
TOTAL . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4.327  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 178: (a) What should be the place of automation in the perspective of development? (b) How would automation affect labour management relations? [Reply to part (b) only]	Central Trade Unions								Employers Associations					
		INT.U.C.	Its affiliates	A.I.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Yes, it affects labour management relations especially when labour supply is plentiful. . .	—	—	—	—	—	—	—	1	1	—	—	—	—	—
2.	It should not affect if it does not lead to retrenchment and further the recruitments. . .	—	—	—	—	—	—	—	1	—	—	—	—	—	2
3.	It will adversely affect labour management relations since unions feel there will be more unemployment. . .	—	2	—	2	2	1	—	—	—	—	—	1	—	5
4.	Automation will not affect labour management relations. . .	—	1	—	—	1	—	—	—	—	—	—	—	1	2
5.	It will not affect if it is introduced after consulting labour . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	5
6.	It will of course reduce the labour problems . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7.	It will not adversely affect in long run. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—
8.	It will bring improvement if mutual discussions are held. . .	—	—	—	—	—	—	—	1	—	—	1	1	—	—
9.	No comments. . .	1	35	—	20	—	1	1	6	—	5	—	1	—	8
	TOTAL . .	1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1.328  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 176: (a) What should be the place of 'automation' in the perspective of development? (b) How would automation effect labour-management relations? (c) Should there be a separate machinery to study the problem?  [Reply to Part (c) only]	Government Departments			Enterprises/Undertakings					Employers Associations			Workers Unions						Others		Total		
		Central	Labour	Others including Local Bodies	State	Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Other unions			Research and Other Institutions	Individuals
									Large-size	Medium-size	Small-size								Medium-size	Small-size			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1. Yes. ..	..	—	10	2	32	13	2	7	1	—	—	—	14	3	4	—	5	1	2	3	4	103	
2. No. ..	..	1	2	—	11	3	—	4	1	—	1	1	9	—	1	—	3	—	—	1	1	39	
3. A joint consultation machinery. ..	..	—	1	—	1	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	4	
4. A pilot study should be made about this. ..	..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
5. No comments. ..	..	17	8	21	30	28	2	13	9	2	1	1	59	4	37	15	43	10	13	29	35	377	
TOTAL ..		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524	

TABLE No. 2.328  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 176: (a) What should be the place of 'automation' in the perspective of development? (b) How would automation affect labour-management relations? (c) Should there be a separate machinery to study the problem? [Reply to part (c) only]																			Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemical and Chemical Production	Paper & Paper Pulp	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1. Yes	..	1	3	2	7	—	1	4	6	2	—	—	4	1	3	1	2	32	69	
2. No	..	1	3	—	1	1	1	1	1	3	1	1	1	1	3	1	—	10	30	
3. A joint consultation Machinery	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	3	
4. A pilot study should be made about this.	..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	
5. No comments	..	5	3	8	14	3	1	1	11	1	2	—	7	—	—	6	1	82	145	
TOTAL	..	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3.328  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	1	2	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering, including machine tools and scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
Q. No. 176 (a) What should be the place of 'automation' in the perspective of development? (b) How would automation affect labour-management relations? (Should there be a special machinery to study the problem?) [Reply to part (c) only]																
1. Yes	..	..	3	—	—	1	—	—	—	1	1	—	1	1	7	15
2. No	..	..	—	—	—	2	—	—	—	—	—	—	—	—	2	4
3. No comments	..	..	9	4	2	12	1	1	5	2	—	3	2	2	79	122
TOTAL	..	..	12	4	2	15	1	1	5	3	1	3	3	3	88	141



TABLE No. 4.328  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 176: (a) What should be the place of 'automation' in the perspective of development? (b) How would automation affect labour management relations? (c) Should there be a separate machinery to study the problem?  [Reply to part (c) only]	Central Trade Unions														Employers Associations			
		3	4	5	6	7	8	9	10	11	12	13	14	15	16				
1. Yes	..	..	3	—	3	1	—	—	2	—	—	—	1	—	8	Council of Indian Employers	Its affiliates	A.I.M.O.	Its affiliates
2. No	..	..	—	—	—	—	—	—	2	—	—	1	1	—	6				
3. Joint Consultation Machinery	..	..	—	—	—	—	—	—	—	—	—	—	—	—	1				
4. No comments.	..	..	1	35	—	19	2	1	5	1	5	—	1	1	11				
TOTAL	..	..	1	38	—	22	3	1	9	1	5	1	3	1	26				

TABLE No. 1.329  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 177: How far has the National Productivity Council been effective in generating enthusiasm among employers and workers in increasing productivity?	Government Departments			Enterprises/Undertakings							Employers Associations			Workers Unions						Others		Total
		Central	States		Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and Other Institutions	Individuals		
			Labour	Others including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1.	National Productivity Council has been trying to generate enthusiasm among employers and workers; but the figures for the last few years do not prove this.	—	—	—	2	—	—	1	—	1	—	—	3	1	—	—	—	1	—	—	1	—	10
2.	They have done much to inculcate the consciousness of productivity among the employers and workers.	—	1	—	7	1	—	4	1	—	1	1	9	—	—	—	—	—	—	—	1	—	26
3.	They are effective to a great extent	1	3	1	9	7	—	3	—	—	1	—	5	1	—	—	2	—	—	—	—	2	35
4.	N.P.C. has not done any work in the field of forestry/plantations/in our area and agriculture.	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	1	—	4	
5.	Very little/much has still to be done.	—	2	—	3	5	1	2	—	—	—	—	8	1	2	—	—	—	—	—	1	1	26
6.	Their results of research are yet to be discriminated.	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
7.	N.P.C. has miserably failed.	—	2	1	2	3	—	1	1	—	—	—	1	3	4	2	8	—	1	—	—	2	31
8.	Though it is doing much, it is doubtful, if it has been accepted by labour.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	2	
9.	It has not made itself appreciable effective fully.	—	3	—	5	1	—	1	—	—	—	—	1	—	1	2	1	—	—	—	—	—	15
10.	A lot of spade work is still to be done before its impact is felt.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	2	
11.	N.P.C. has succeeded so far as employers are concerned but much is left to be done in respect of workers.	—	—	—	7	1	1	1	—	—	—	—	3	—	1	—	—	—	—	—	—	14	
12.	Though N.P.C. is generating enthusiasm, among Industries yet we have a separate Directorate in Railways.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
13.	N.P.C. could play a useful role in the matter.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	
14.	Some spreading of knowledge has been done.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	
15.	No comments.	16	10	21	37	27	2	9	8	1	—	1	53	1	34	11	37	11	13	28	34	354	
18.	TOTAL ..	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524	

TABLE No. 2.329  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 177 : How far has the National Productivity Council been effective in generating enthusiasm among employers and workers in increasing productivity?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper & Paper pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1.	National Productivity Council has been trying to generate enthusiasm among employers and workers, but the figures for the last few years do not prove this.	—	—	—	1	—	—	—	—	—	—	—	—	—	1	—	1	4	7
2.	They have done much to inculcate the consciousness of productivity among the employers and workers.	1	1	—	1	—	2	2	4	1	—	—	—	1	1	1	—	9	24
3.	They are effective to a great extent.	—	1	—	2	—	—	—	4	1	—	—	3	—	3	1	—	10	25
4.	N.P.C. has not done any work in the field of forestry/plantations in our forestry area and agriculture.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5.	Very little/much has still to be done.	1	1	1	2	—	1	1	1	1	—	—	2	—	—	1	—	7	19
6.	Their results of research are yet to be discriminated.	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7.	N.P.C. as miserably failed	—	—	—	3	1	—	—	1	—	—	—	—	—	—	1	—	2	8
8.	Though it is doing much, it is doubtful, if it has been accepted by labour.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
9.	It has not made itself appreciably effective.	—	—	1	—	—	—	1	1	—	—	—	—	—	—	1	—	4	8
10.	A lot of spade work is still to be done before its importance is felt.	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
11.	N.P.C. has succeeded so far as employers are concerned but much is left to be done in respect of workers.	—	1	2	—	1	—	1	2	1	—	—	—	1	1	1	—	2	13
12.	Though N.P.C. is generating enthusiasm among industries yet we have a separate Directorate in Railways.	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
13.	N.P.C. could play a useful role in the matter.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
14.	No comments.	5	5	4	12	3	—	1	4	2	3	—	7	—	—	2	2	88	138
	TOTAL	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.329  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Total
	All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1. National Productivity council has been trying to generate enthusiasm among employers and workers; but the figures for the last few years do not prove this.	..	..	..	1	—	—	—	—	—	—	—	—	1	2	
2. They are effective to a great extent.	..	—	—	2	—	—	—	—	—	—	—	—	1	3	
3. NPC has not done any work in the field of forestry/plantations in our area and agriculture	1	—	—	—	—	—	—	—	—	—	—	—	—	1	
4. Very little/much has still to be done	—	—	—	—	—	—	—	—	—	—	—	—	3	3	
5. NPC has miserably failed	5	—	—	3	—	—	1	1	—	—	—	1	7	18	
6. It has not made itself appreciable effective fully	1	—	—	—	—	1	—	—	—	—	—	—	2	4	
7. A lot of spadework is still to be done before its impact is felt.	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
8. NPC has succeeded so far as employers are concerned but much is left to be done in respect of workers.	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
9. Some spreading of knowledge has been done..	—	—	—	—	—	—	—	—	1	—	—	—	—	1	
10. No comments.	5	4	2	9	1	—	3	2	—	3	3	2	73	107	
TOTAL ..	12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4.329  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 177 : How far has the National Productivity Council been effective in generating enthusiasm among employers and workers in increasing productivity ?	Central Trade Unions										Employers Associations			
		3	4	5	6	7	8	9	10	11	12	13	14	15	16
		INT.U.C.	Its affiliates	A.I.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1.	National productivity council has been trying to generate enthusiasm among employers and workers; but the figures for the last few years do not prove this.	—	—	—	—	—	—	1	—	—	—	—	1	—	3
2.	They have done much to inculcate the consciousness of productivity among the employers and workers.	—	—	—	—	—	—	—	—	—	—	1	1	—	5
3.	They are effective to a great extent.	—	—	—	—	1	—	—	—	—	—	—	—	1	1
4.	Very little/much has still to be done.	—	—	—	1	1	—	—	1	—	—	—	—	—	5
5.	NPC has miserably failed.	1	13	—	—	1	—	—	2	—	—	—	—	—	1
6.	Though it is doing much, it is doubtful, if it has been accepted by labour.	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7.	It has not made itself appreciably effective fully	—	1	—	—	—	—	—	1	—	—	—	—	—	—
8.	A lot of spade work is still to be done before its importance is felt.	—	1	—	—	—	—	—	—	—	—	—	—	—	—
9.	NPC has succeeded so far as employers are concerned but much is left to be done in respect of workers.	—	—	—	—	—	1	—	—	—	—	—	—	—	2
10.	Same spreading of knowledge has been done...	—	—	—	1	—	—	—	—	—	—	—	—	—	—
11.	No comments	—	23	—	20	—	1	—	5	1	—	—	1	—	8
	TOTAL	1	38	—	22	3	2	1	9	1	5	1	3	1	26



TABLE No. 1.330 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
13.	No social security schemes are enforced in this industry.	..	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	1	—	—	3	
14.	Have a salutary effect.	..	—	—	—	1	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	3	
15.	None of the schemes is applicable to our section of workers.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	
16.	They have some effect on both of them.	..	—	—	—	—	—	—	—	—	—	—	2	—	—	—	1	—	—	—	1	4	
17.	Stabilise relationship between employees and employers and developed a sense of security among workers.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	
18.	Have developed a sense of security among workers; have considerable effect on employment but have not improved industrial relations much.	..	—	—	—	1	—	—	—	—	—	—	3	—	—	1	—	—	—	—	—	5	
19.	They have not improved industrial relations much and are an unnecessary burden on the consumer.	..	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
20.	No comments	..	13	6	19	21	19	1	8	6	1	—	1	39	—	30	9	38	10	12	27	30	290
	TOTAL	..	18	21	23	74	45	4	24	11	2	2	84	7	42	15	51	11	15	33	40	524	





TABLE No. 3.330

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 178 :	2														15	16
		3	4	5	6	7	8	9	10	11	12	13	14				
	(a) What effect do the social security schemes have stability of employment and on industrial relations?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others			
1.	Stability relationship between employers and employees.	3	—	—	3	—	—	—	1	—	—	1	1	7	16		
2.	Developed a sense of security among workers.	—	—	—	1	—	—	—	—	—	—	—	—	1	2		
3.	Not only stabilise employment but also improve industrial relations.	3	—	—	—	—	—	2	—	—	—	—	—	4	9		
4.	Have no effect on either of them/very little effect	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
5.	Considerable effect on employment but not much on industrial relations.	1	—	—	1	—	1	—	—	—	—	—	—	6	9		
6.	No social security schemes are enforced in this industry.	—	—	—	1	—	—	—	—	—	—	—	—	1	2		
7.	None of the measures is applicable to our section of workers.	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
8.	They have some effect on both of them.	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
9.	Stabilise relationship between employers and employees and develop a sense of security among workers.	—	—	—	—	—	—	—	—	—	1	—	—	—	1		
10.	No comments.	5	4	2	9	1	—	3	2	1	2	2	2	66	99		
	TOTAL	12	4	2	15	1	1	5	3	1	3	3	3	88	141		

TABLE No. 1.331  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 178 : (a) What effect do the social security schemes have on stability of employment and on industrial relations ? (b) Have some of the benefits, based as they are on a qualifying period for entitlement, led to larger labour turnover ? [Reply to part (b) only]	Government Departments					Enterprises/undertakings					Employers Associations			Workers unions							Others		Total
		Central	State		Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals		
			Labour	Others					Large-size	Medium-Size	Small-size							Large-size	Medium-size	Sm -size				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1.	It is doubtful if a qualifying period for entitlement has led to larger labour turnover. . .	—	—	—	3	—	—	2	—	—	1	1	1	1	—	1	—	—	—	—	—	1	11	
2.	No. . .	1	7	3	26	12	—	9	1	—	—	—	17	3	5	1	7	—	1	—	—	3	96	
3.	Yes, to a greater extent. . .	—	3	1	6	1	—	3	1	1	—	—	14	1	3	1	3	—	1	1	3	1	43	
4.	Such considerations seem to have little effect in our working. . .	—	—	—	9	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	10	
5.	Prevents the turnover to a large extent . . .	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
6.	Yes, to a certain extent. . .	—	—	—	—	2	—	—	—	—	—	—	1	—	—	—	1	—	—	—	2	6		
7.	We are not in a position to answer without a first hand knowledge. . .	—	—	—	1	2	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	5	
8.	No scheme of this type in our establishment . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
9.	Any proposal to waive the qualifying period should be discouraged. . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1		
10.	The qualifying period should be done away with . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	1	—	—	—	3		
11.	Not to any appreciable extent. . .	—	1	—	—	—	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	3		
12.	Yes, if the qualifying period is too long. . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
13.	Yes, since stability leads to lower productivity and greater propensity to avoid work. . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
14.	Yes, since the employer misuses it. . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	
15.	No comments. . .	17	10	19	25	27	4	10	8	1	1	1	47	1	32	11	40	10	13	30	33	340		
TOTAL . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524		

TABLE No. 2.331  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 178 : (a) What effect do the social security schemes have on stability of employment and on industrial relations ? (b) Have some of the benefits, based as they are on a qualifying period for entitlement, led to larger labour turnover? [Reply to part (b) only]	Industry-wise Distribution of Respondents (Employers)																			Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper & paper pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1.	It is doubtful if a qualifying period for entitlement has led to larger labour turnover. ..	—	—	—	—	—	—	—	1	1	—	—	—	—	—	1	1	4	8		
2.	No. ..	—	4	—	7	2	2	3	5	4	—	1	2	1	4	2	1	27	65		
3.	Yes, to a greater extent. ..	1	—	—	5	—	—	1	2	—	—	—	—	—	—	1	—	16	26		
4.	Such considerations seem to have little effect in our working. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	9	9		
5.	Prevents the turnover to a large extent. ..	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2		
6.	Yes, to a certain extent. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	3		
7.	We are not in a position to answer without a first hand experience. ..	—	—	—	3	—	—	1	—	—	—	—	—	—	—	—	—	1	5		
8.	No scheme of this type in our establishment. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
9.	Any proposal to waive the qualifying period should be discouraged. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
10.	Not to any appreciable extent. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2		
11.	Yes, if the qualifying period is too long. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1		
12.	Yes, since stability leads to lower productivity and greater propensity to avoid work. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1		
13.	No comments. ..	6	2	10	7	3	1	1	9	1	3	—	10	—	1	3	1	66	124		
TOTAL ..		7	9	10	22	5	3	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3.331  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 178 : (a) What effect do the social security schemes have on stability of employment and industrial relations? (b) Have some of the benefits, based as they are on a qualifying period for entitlement, led to larger labour turnover?  [Reply to part (b) only]	2														Total
		3	4	5	6	7	8	9	10	11	12	13	14	15		
		All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific Instru-ments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1.	It is doubtful if a qualifying period for entitle-ment has led to larger labour turnover.	—	—	—	—	—	—	1	—	—	—	—	—	1	2	
2.	No. .. ..	4	—	—	1	—	—	1	1	—	—	1	1	8	17	
3.	Yes, to a greater extent. ..	2	—	—	2	—	—	—	—	—	1	—	—	4	9	
4.	Such considerations seem to have little effect in our working. ..	—	—	—	—	—	1	—	—	—	—	—	—	—	1	
5.	Yes, to a certain extent. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
6.	The qualifying period should be done away with	—	—	—	—	—	—	—	—	—	—	—	—	3	3	
7.	Yes, since the employer misuses it. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
8.	No comments. ..	6	4	2	11	1	—	3	2	1	2	2	2	71	107	
TOTAL .. ..		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 178 : (a) What effect do the social security schemes have on stability of employment and on industrial relations ? (b) Have some of the benefits, based as they are on a qualifying period for entitlement, led to larger labour turnover ? (c) If so, what should be the remedial measures ? [Reply to part (c) only]	Government Departments			Enterprises/Undertakings							Employers Associations			Workers Unions						Others		Total
		Central	State		Central Sphere	State Sphere	Co-operative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other unions			Research and other Institutions	Individuals		
			Labour	Others including Local Bodies				Large-size	Medium-size	Small-size													
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1.	A uniform period is absolutely necessary for all non-statutory social security measures. . .	—	—	—	1	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	—	3	
2.	By realising employers contribution on the average number of persons employed or the total monthly wage bill . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
3.	The qualifying period should not be longer than the probation period . .	—	—	—	—	—	—	1	—	—	—	—	1	—	1	—	—	—	—	—	—	3	
4.	By lowering the qualifying period for entitlement to these benefits. . .	—	1	—	2	—	—	—	—	—	—	—	1	1	1	—	1	—	—	—	—	7	
5.	Qualifying period of 240 days' service should be reckoned regardless of break in service. . .	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
6.	Continuity of service should not ordinarily break . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	
7.	Any proposal for relaxing the qualifying conditions should be discouraged. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	6	
8.	The qualifying period should include all days of involuntary. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	
9.	These benefits should be made applicable without the qualifying period of entitlement. . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—	2	
10.	No need . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	3	
11.	There should be a rebate on contribution for those who do not avail of medical leave. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	

TABLE No. 1.332 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
12.	By ensuring stability in earning livelihood.	..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
13.	Continuance of benefits should not be allowed in all cases of change of jobs at sweetwill.	..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
14.	Benefits may be suitably adjusted to reduce turnover.	..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
15.	Stability has to be practised and built up and not thrust.	..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
16.	The qualifying period should not be longer than probation period and the total forfeiture be replaced by some mode of deferred payment to worker.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
17.	No comments.	..	18	18	23	64	45	4	23	10	2	1	1	77	5	40	14	47	11	15	32	39	489
	TOTAL ..	..	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2.332  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 178: (a) What effect do the social security schemes have on stability of employment and on industrial relations? (b) Have some of the benefits, based as they are on a qualifying period for entitlement, led to larger labour turnover? (c) If so, what should be the remedial measures?	[Reply to part (c) only]																			
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
		All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical products	Paper and paper pulp	Others	Total		
1.	A uniform period is absolutely necessary for all non-statutory social security measures ..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2	3		
2.	The qualifying period should not be longer than the probation period ..	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2		
3.	By lowering the qualifying period for entitlement to these benefits. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	2	3		
4.	Qualifying period of 240 days' service should be reckoned regardless of break in service. ..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1		
5.	Any proposal for relaxing the qualifying conditions should be discouraged. ..	—	—	—	1	—	—	1	1	—	—	—	—	—	—	—	—	3	6		
6.	No need. ..	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	2		
7.	By ensuring stability in earning livelihood. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
8.	Continuance of benefits should not be allowed in all cases of change of jobs at sweetwill. ..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1		
9.	Benefits may be suitably adjusted to reduce turn-over. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
10.	Stability has to be practised and built up and not thrust. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1		
11.	No comments. ..	7	8	10	20	5	3	5	14	5	3	1	12	2	6	5	3	118	227		
TOTAL ..		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

TABLE No. 3.332

Serial Number	Q. No. 178 :	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	The qualifying period should not be longer than the probation period. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
2.	By lowering the qualifying period for entitlement to these benefits. ....	—	—	—	—	—	—	1	—	—	—	—	—	2	3
3.	Continuity of service should not ordinarily break	—	—	—	—	—	—	—	—	—	1	—	—	—	1
4.	The qualifying period should include all days of involuntary unemployment. ....	—	—	—	1	—	—	—	—	—	—	—	—	—	1
5.	These benefits should be made applicable without the qualifying period of entitlement. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6.	No need .. ..	—	—	—	—	—	—	—	—	—	—	—	1	—	1
7.	There should be a rebate on contribution for those who do not avail of medical leave. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	1
8.	No comment. ....	12	4	2	13	1	1	4	3	1	2	3	2	84	132
	TOTAL .. ..	12	4	2	15	1	1	5	3	1	3	3	3	88	141



TABLE No. 1.333  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 179: (a) The convention on minimum standards of Social Security adopted by the International Labour Organisation refers to the following branches of Social Security, namely, medical care, sickness benefits, unemployment benefit, old age benefit, employment injury benefit, family benefit maternity benefit invalidity benefit and survivor's benefit. To what extent is each one of the above benefits available at present ?	Government Departments			Enterprises/Undertakings						Employers Associations			Workers Unions						Others		Total	
		Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals		
			Labour	Others including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1.	Medical care ..	—	—	—	—	2	—	—	—	—	—	—	—	—	1	—	1	—	1	—	—	—	5
2.	Sickness benefit ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
3.	All of them ..	—	5	1	4	1	—	1	1	—	—	—	10	5	4	1	5	—	—	—	2	1	41
4.	Most of the important and common benefits are available ..	—	1	—	16	4	2	3	1	—	—	—	5	—	5	3	2	—	—	—	—	1	43
5.	Medical care, sickness, employment injury and maternity benefits are available in many industries ..	1	1	1	9	7	—	1	—	—	—	—	2	1	2	1	4	—	—	—	—	2	32
6.	All except unemployment benefit ..	1	6	2	20	7	—	7	1	—	—	—	15	—	1	1	5	—	—	—	2	2	70
7.	Medical care and sickness benefits are available ..	—	—	1	1	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	4
8.	All except family benefit are available under statute or agreement ..	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	2
9.	They are available only in establishments employing more than a stipulated number of workers. ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	—	2
10.	The position varies from unit to unit and locality to locality ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	2
11.	These benefits need a good deal of improvement. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	—	—	2
12.	None of them ..	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	—	—	—	—	1	—	3
13.	Workers should be treated on par with others, no special favours or reservations be made ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
14.	None except maternity benefit ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1

TABLE No.1.333 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
15.	All except old age benefit ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16.	Unemployment and old age benefits are not available medical care & sickness benefit are available but they are not upto the mark. ..	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17.	Medical care and unemployment benefits are available. ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
18.	Medical care, old age and employment injury benefits are available ..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1
19.	Sickness, employment injury and maternity benefits are available ..	—	—	—	2	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3
20.	Medical care, old age and maternity benefits are available ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
21.	All except unemployment and family benefits are available under statute or agreement ..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
22.	No comments ..	16	7	18	19	20	1	12	7	1	2	2	47	1	28	9	31	11	13	27	34	306
TOTAL ..		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2.333  
 REPLY TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 179: (a) The Convention on minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit. To what extent is each one of the above benefits available at present?	Industry-wise Distribution of Respondents																			Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and paper pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1.	Medical care ..	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	—	—	2		
2.	Sickness benefit. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1		
3.	All of them ..	1	1	—	1	2	—	—	1	1	—	1	—	—	—	2	—	7	17		
4.	Most of the important and common benefits are available...	—	1	3	1	—	1	3	6	1	—	—	—	—	1	3	—	11	31		
5.	Medical care, sickness employment injury and maternity benefits are available in many industries. ..	—	3	—	3	—	—	1	2	—	—	—	—	1	1	—	—	8	19		
6.	All except unemployment benefit. ..	2	—	—	7	1	1	—	—	3	—	—	1	—	2	2	1	30	50		
7.	Medical care and sickness benefits are available ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	—	2		
8.	All except family benefit are available under statute or agreement. ..	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2		
9.	They are available only in establishments employing more than a stipulated number of workers. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
10.	The position varies from unit to unit and locality to locality ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
11.	None of them ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
12.	Workers should be treated on par with others: no special favours and reservations be made....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
13.	None except maternity benefit. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
14.	All except old age benefit. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1		

TABLE No. 2.333 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
15.	Unemployment and old age benefits are not available; medical care and sickness benefits are available but they are not upto the mark. ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
16.	Medical care, old age and employment injury benefits are available. ..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17.	Sickness, employment injury and maternity benefits are available. ..	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	1	3
18.	Medical care and unemployment benefits are available. ..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
19.	Medical care, old age and maternity benefits are available. ....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
20.	No comments. ....	3	4	5	8	2	1	2	7	1	3	—	8	—	—	1	1	65	111
	TOTAL ..	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.333  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)**

Q.No. 179:	Serial Number	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
(a) The Convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit.				All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
To what extent is each one of the above benefits available at present ?																	
1. Medical care. ..	1		..	—	—	—	—	—	—	—	1	—	—	—	—	2	3
2. All of them. ..	2	2	..	—	—	—	2	—	—	—	—	—	—	1	1	9	15
3. Most of the important and common benefits are available. ..	3	1	..	—	—	—	—	—	1	1	—	—	1	—	—	6	10
4. Medical care, sickness, employment injury and maternity benefits are available in many industries. ..	4	3	..	—	—	—	1	—	—	—	—	—	—	—	1	3	8
5. All except unemployment benefit ..	5	2	..	2	1	—	2	—	—	—	—	—	—	—	—	2	7
6. They are available only in establishments employing more than a stipulated number of workers. ..	6	—	..	—	—	—	1	—	—	—	—	—	—	—	—	—	1
7. The position varies from unit to unit and locality to locality. ..	7	—	..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
8. These benefits need a good deal of improvement. ..	8	—	..	—	—	—	—	—	—	1	—	—	—	—	—	—	1
9. None of them. ..	9	—	..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
10. Medical care and sickness benefits are available. ..	10	—	..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
11. No comments. ..	11	4	..	3	3	2	9	1	—	3	2	1	2	2	1	63	93
<b>TOTAL ..</b>		12	..	4	4	2	15	1	1	5	3	1	3	3	3	88	141



TABLE No. 2.334  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)**

Serial Number	Q. No. 179 : The Convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefits, maternity benefit, invalidity benefit and survivor's benefit. (a) To what extent is each one of the above benefits available at present ? (b) What is the cost of existing social security schemes in relation to the total cost of production ? [Reply to part (b) only]	Industry																		Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and paper pulp	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1.	Varies ..	—	—	2	5	—	—	—	—	—	—	—	—	—	—	—	1	3	11	
2.	No data is available.	—	1	1	1	2	—	2	1	—	—	—	1	—	2	1	—	7	19	
3.	Not possible to state.	—	—	1	—	—	—	—	2	1	—	—	1	—	—	—	—	5	10	
4.	Cannot be compared	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	2	
5.	Very low ..	—	—	—	—	—	1	—	1	—	—	—	—	—	—	—	—	—	2	
6.	Ranges from 6 to 9%	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2	
7.	Data is given herewith.	—	—	1	1	—	—	1	2	—	—	—	1	—	—	—	—	—	6	
8.	It has no relation with total cost.	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	
9.	Varies between 1½% to 2½% or 3.5%	—	—	—	2	—	—	—	—	—	—	—	1	1	—	—	—	3	7	
10.	It is 4.7% approximately.	—	—	—	—	1	—	—	—	—	—	1	—	—	—	1	—	—	3	
11.	It has increased.	—	—	—	—	1	—	—	—	—	—	—	1	—	2	1	—	5	10	
12.	It varies from 17 to 18%.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
13.	About 20% is static.	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	3	
14.	It is directly connected with wage and hence to total production cost.	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	
15.	1.14% as against 0.23% in 1952 ..	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	2	
16.	Varies from 2.5 to 4%.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	
17.	Varies from 18 to 25%.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
18.	Not much ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
19.	No comments.	6	7	5	11	2	1	3	11	3	3	—	7	1	1	4	2	98	165	
TOTAL ..		7	9	10	22	5	3	6	18	6	3	1	12	2	16	8	13	127	248	

TABLE No. 3.334  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q.No. 179: The Convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit. (a) To what extent is each one of the above benefits available at present? (b) What is the cost of existing social security schemes in relation to the total cost of production? [Reply to part (b) only]	All Plantations															Total
		Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
1. Varies. . .	..	1	—	—	—	—	—	—	—	—	—	—	—	1	2		
2. No data is available. . .	..	1	—	—	—	—	—	—	—	—	—	—	—	1	2		
3. Very low. . .	..	3	1	—	2	—	1	1	1	—	1	—	1	6	17		
4. It has increased. . .	..	—	—	—	1	—	—	—	—	—	—	—	—	—	1		
5. It is directly connected with wages and hence to total production cost . .	..	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
6. Not more than 1 % . .	..	—	—	—	—	—	—	1	—	—	—	—	—	1	2		
7. Roughly 50%. . .	..	—	—	—	—	—	—	—	—	—	—	—	1	—	1		
8. No comments. . .	..	7	3	2	12	1	—	3	2	1	2	3	1	78	115		
TOTAL . .	..	12	4	2	15	1	1	5	3	1	3	3	3	88	141		



TABLE No. 1.335  
 REPLY TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 179: The Convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit. (a) To what extent is each one of the above benefits available at present? (b) What is the cost of existing social security schemes in relation to the total cost of Production? (c) How has it varied over the last 15 years? [Reply to part (c) only]	Government Departments					Enterprises/Undertakings					Employers Associations				Workers Unions					Others		Total	
		State			Others including Local Bodies		Central Sphere	State Sphere	Cooperative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and other Institutions		Individuals
		Labour			Others including Local Bodies		Central Sphere	State Sphere	Cooperative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and other Institutions		Individuals
		Central	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1	..	..	..	1	17	5	1	3	1	..	..	..	8	..	1	1	1	..	..	..	..	..	..	
1. It has increased	..	..	..	1	17	5	1	3	1	..	..	..	8	..	1	1	1	..	..	..	..	1	..	40
2	..	..	2	..	1	2	..	2	1	..	1	..	..	1	..	..	..	..	..	..	..	..	..	10
2. Not varied.	..	..	2	..	1	2	..	2	1	..	1	..	..	1	..	..	..	..	..	..	..	..	..	10
3	..	..	..	..	2	4	..	1	..	..	..	..	1	..	..	..	1	..	..	..	..	..	..	9
3. Varied to some extent.	..	..	..	..	2	4	..	1	..	..	..	..	1	..	..	..	1	..	..	..	..	..	..	9
4	..	..	..	..	1	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	3
4. Varied to a large extent.	..	..	..	..	1	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	3
5	..	..	..	..	3	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	4
5. The existing benefits are adequate	..	..	..	..	3	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	4
6	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
6. Benefits are not available in small establishments, and to casual and contract labour.	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
7	..	..	..	..	..	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	1	..	..	3
7. It has varied according to contributions and enhancement of benefits	..	..	..	..	..	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	1	..	..	3
8	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	2
8. These benefits were not available 15 years ago and hence no remarks	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	2
9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10
9. Benefits not available earlier are now available.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10
10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
10. Below International Standards.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
11	..	..	18	18	22	50	34	3	16	9	2	1	2	71	5	37	11	45	11	15	31	40	441	441
11. No comments	..	..	18	18	22	50	34	3	16	9	2	1	2	71	5	37	11	45	11	15	31	40	441	441
TOTAL	..	..	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524	524

TABLE No. 2.335  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)**

Serial Number	Q. No. 179 : The Convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit. (a) To what extent is each one of the above benefits available at present ? (b) What is the cost of existing social security schemes in relation to the total cost of production ? (c) How has it varied over the last 15 years ? [Reply to part (c) only].	2																		Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution.	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and paper pulp	Others		
1	1. It has increased ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
2	2. Not varied ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
3	3. Varied to some extent. ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
4	4. Varied to a large extent ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
5	5. The existing benefits are adequate ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
6	6. It has varied according to contributions and enhancement of benefits ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
7	7. These benefits were not available 15 years ago and hence no remarks ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
8	8. No comments ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		
TOTAL ..		..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		

TABLE No. 3.335  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)**

Serial Number	Q.No. 179 The Convention of Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security namely medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity and survivor's benefit. (a) To what extent is such one of the above benefits available at present? (b) What is the cost of existing social security scheme in relation to the total cost production? (c) How has it varied over the last 15 years? [Reply to part (c) only]	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution.	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1. It has increased .. ..	..	1	1	—	—	—	—	—	—	—	—	—	—	1	3
2. Not varied .. ..	..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
3. Varied to some extent .. ..	..	1	—	—	—	—	—	—	—	—	—	—	—	—	1
4. These benefits were not available 15 years ago and hence no remarks.	..	—	—	—	—	—	1	—	—	—	—	—	—	—	1
5. Benefits not available earlier are now available. .. ..	..	2	—	—	2	—	—	—	—	—	—	—	1	5	10
6. Below international standards. .. ..	..	—	—	—	—	—	—	1	—	—	—	—	—	—	1
7. No comments. .. ..	..	8	3	2	13	1	—	4	3	1	3	3	2	81	124
<b>TOTAL .. ..</b>	..	<b>12</b>	<b>4</b>	<b>2</b>	<b>15</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>88</b>	<b>141</b>

TABLE No. 1.336  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 179 (a) The Convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit. Are the scope and coverage of each one of the benefits mentioned above adequate?	Government Departments			Enterprises/undertakings							Employer Associations				Workers Unions						Others		Total
		Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Association Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals			
			Labour	Others including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1.	Yes; all of them but have to be enlarged as we progress.	1	2	—	22	13	2	4	1	—	—	—	—	15	1	1	1	3	—	—	2	2	70	
2.	Not adequate.	1	2	2	4	—	—	1	1	—	—	—	—	1	4	8	5	8	—	2	1	2	42	
3.	Not of all ESI schemes	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
4.	Unemployment and old age benefits should deserve priority.	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	3		
5.	The coverage is adequate.	—	1	—	3	—	—	—	1	—	—	—	3	—	—	—	—	—	—	—	—	8		
6.	Yes; but no enlargement is required	—	—	—	—	1	—	1	1	—	1	—	7	—	—	—	—	—	—	—	—	11		
7.	Scope of medical care and invalidity benefits should be revised as and when the per capital income increases	—	—	—	2	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3		
8.	The scope and coverage of these benefits be enlarged to cover agricultural workers and the other unorganised sector.	—	1	—	—	—	—	1	—	—	—	—	1	—	1	—	—	—	—	—	—	4		
9.	The scope is adequate but coverage is very poor.	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	1	—	—	—	—	3		
10.	The scope and coverage of E.P.F. scheme should be expanded.	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2		
11.	Adequate is public sector industries..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
12.	Adequate, if properly implemented.	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	—	—	—	—	2		
13.	It would be better to consolidate the progress made so far than to embark upon new plans.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1		

TABLE No. 1.336. (Contd.)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
14. Scanty and far below international standards.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	1
15. All except unemployment benefits.	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
16. The scope and coverage should be made uniform in all cases.	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2
17. Provision should be made for integrated P.F. cum-Pension scheme for old age	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	2
18. Scope and coverage of ESI scheme are not good.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	1
19. Employment injury and invalidity benefits should be made available to all cases of employees and medical care and maternity benefits should be extended to all regular establishments.	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
20. Provident fund should be liberalised and ESI scheme be enlarged.	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
21. Scope and coverage of schemes available with us are sufficient.	..	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	2
22. No comments.	..	..	6	10	21	39	28	2	14	7	2	1	2	54	1	31	9	35	11	13	30	36	362
TOTAL	..	..	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2.336

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 179 (d) : The Convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit. Are the scope and coverage of each one of the benefits mentioned above adequate ?	2																			Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and paper pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1.	Yes: all of them but have to be enlarged as we progress.	2	3	4	6	3	1	1	5	3	—	1	2	—	3	—	1	22	57		
2.	Not adequate .. ..	—	—	—	3	—	—	1	—	1	—	—	—	—	—	2	—	—	7		
3.	Unemployment and old age benefits should deserve priority ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	2		
4.	The coverage of the benefits is adequate. .. ..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	5	7		
5.	Yes, but no enlargement is required ..	—	—	—	1	—	1	1	1	—	—	—	—	—	—	—	—	7	11		
6.	Scope of medical care and invalidity benefits should be revised as and when the per capita income increases	—	—	—	—	—	—	—	2	—	—	—	—	—	—	1	—	—	3		
7.	The scope and coverage should be enlarged to cover agricultural workers and other unorganised sector ..	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	2		
8.	The scope of the schemes is adequate but coverage is very poor.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	2		
9.	Adequate in public sector industries.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
10.	Adequate if properly implemented...	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
11.	It would be better to consolidate the progress made so far them to embark upon any new plans.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
12.	All except unemployment benefit...	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
13.	Scope and coverage should be made uniform in all cases.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1		
14.	Provident funds should be liberalised and ESI scheme be enlarged.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1		
15.	Scope and coverage of schemes available with us are sufficient ..	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	2		
16.	No comments. .. ..	5	6	6	10	2	1	2	9	2	3	—	9	1	2	3	2	86	149		
TOTAL .. ..		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3.336  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q.No. 179(d) The Convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit, and survivor's benefit. All the scope and coverage of each one of the benefits mentioned above adequate?	Industry-wise Distribution of Respondents (Unions)															Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
1.	Yes, of all of them but have to be enlarged as we progress.	1	—	—	2	—	—	—	—	—	1	—	—	2	6		
2.	Not adequate.	4	1	—	5	—	1	1	1	—	—	—	1	13	27		
3.	Unemployment and old age benefits should deserve priority.	—	—	—	—	—	—	1	—	—	—	—	—	—	1		
4.	The scope and coverage should be enlarged to cover agricultural workers and other unorganised sector.	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
5.	The scope of the schemes is adequate but coverage is very poor.	—	—	—	—	—	—	—	—	—	—	—	—	2	2		
6.	Adequate, if properly implemented.	1	—	—	—	—	—	—	—	—	—	—	—	—	1		
7.	Scanty and far below international standards.	—	—	—	—	—	—	1	—	—	—	—	—	—	1		
8.	Provision should be made for integrated P.F.-cum-pension schemes for old age.	—	—	—	—	—	—	—	—	—	—	—	1	—	1		
9.	Scope and coverage of ESI schemes is not good.	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
10.	No comments.	6	3	2	8	1	—	2	2	1	2	3	1	69	100		
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141		

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

TABLE No. 1.337

Serial Number	Q. No. 179(e): The Convention on Minimum Standard of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefits.  What should be the priority for enlarging the scope and coverage of the various existing benefits ?	Government Departments			Enterprises/undertakings						Employers Association			Workers Unions						Others		Total	
		Central	Labour	State	Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Association/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and other Institutions	Individuals		
								Large-size	Medium-size	Small-size													
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1.	The scope of sickness and disablement benefits should be enlarged.	—	1	—	1	—	—	1	—	—	—	—	—	1	1	—	—	1	—	—	—	—	6
2.	Unemployment, survivor's and old age benefits should get priority in that order.	—	2	1	3	2	1	—	—	—	—	—	—	1	1	3	—	5	—	1	—	2	22
3.	Survivors is benefits and partial disablement benefit should have priority	—	—	—	—	—	—	—	1	—	—	—	—	1	—	—	1	—	—	—	—	1	4
4.	Unemployment and family benefits in that order.	—	—	—	1	—	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3
5.	There should not be any more social security schemes.	—	—	—	2	—	—	1	—	—	1	—	—	2	—	—	—	—	—	—	1	—	7
6.	There should not be any more enlargements.	—	—	—	4	2	—	2	—	—	—	—	2	—	—	—	—	—	—	—	—	—	10
7.	Medical care, sickness, unemployment invalidity, family and old age benefit in that order.	—	—	—	2	6	1	2	1	—	—	—	1	—	—	—	2	—	—	—	—	—	15
8.	Old age, sickness, employment injury and medical care in that order.	1	—	—	2	1	—	1	—	—	—	—	—	—	2	1	—	—	—	—	—	—	8
9.	Pension, gratuity, unemployment, invalidity and family benefit.	—	—	—	—	1	—	—	—	—	—	—	—	1	—	—	1	1	—	—	—	—	4
10.	Old age benefit.	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
11.	Depends upon the experience we gain and strengthening of administrative arrangements.	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	2



TABLE No. 1.337 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
12.	Medical care aspect of the scheme should be improved and extend to all.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
13.	ESI scheme should be extended to factories under the Factories Act, 1948 and then to shops/commercial establishments employing 10 or more persons and similar extension of provident fund benefits.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
14.	Provident fund and ESI schemes should be introduced immediately and others gradually.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
15.	Difficult to recommend any priority.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
16.	As per Government instructions/orders.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
17.	Depends upon the availability of resources.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
18.	National Welfare Committee should decide this in consultation with experts	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
19.	Medical care and sickness benefits should be extended to cover even the self-employed.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
20.	This has already been considered by us.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
21.	There should be one comprehensive scheme covering all the benefits.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
22.	All have been covered.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
23.	ESI scheme should cover both industrial and non-industrial workers under a National Health Scheme.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
24.	Existing benefits should first be consolidated and made available to all before any thing else.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
25.	Family pension should be available to temporary employees also.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
26.	No comments.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
TOTAL		17	9	21	46	29	2	12	8	2	1	2	65	1	33	10	38	11	13	30	36	386
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2.337  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 179.	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and paper pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1.	The scope of sickness and disability benefits should be enlarged.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	1	3
2.	Unemployment, old age and survivor benefits should get priority in that order.	—	—	1	1	—	—	—	—	1	—	—	1	—	—	—	—	3	7
3.	Survivor's benefit and partial disability benefit should have priority.	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	2
4.	Unemployment and family benefit in that order.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	2	3
5.	There should not be any more social security schemes.	—	—	—	1	—	—	1	1	—	—	—	—	—	—	—	—	3	6
6.	There should not be any more enlargements.	—	1	1	—	—	—	1	1	—	—	—	—	1	2	—	—	3	10
7.	Medical care, sickness, unemployment, invalidity, family and old age benefit in that order.	—	—	2	1	—	—	1	—	—	—	—	1	—	1	1	—	6	13
8.	Old age, sickness, employment injury and medical care in that order.	—	—	—	—	1	—	—	2	1	—	—	—	—	—	—	—	—	4
9.	Pension, gratuity, unemployment, invalidity and family benefits.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2
10.	Old age benefit.	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	2
11.	Medical care aspect of the scheme should be improved and extended to all.	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	3	5

TABLE No. 2.337 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12.	ESI scheme should be extended to factories under the factories Act, 1948 and then to shop/commercial establishments employing 10 or more persons and similar extension of provident-fund benefits .. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
13.	Difficult to recommend any priorities .. ..	—	—	—	—	2	—	—	1	—	—	—	—	—	—	—	—	2	5
14.	As per Government instruction/orders .. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	2
15.	Depends upon the availability of the resources. .. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16.	National Welfare Committee should decide this in consultation with experts. .. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17.	Medical care and sickness benefits should be extended to cover even the self-employed. .. ..	—	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2
18.	This has already been considered by us. .. ..	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	2
19.	There should be one comprehensive scheme covering all the benefits. .. ..	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	—	1	3
20.	All have been covered. .. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
21.	ESI scheme should cover both industrial and non-industrial workers under a National Health Scheme. .. ..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
22.	Existing benefits should first be consolidated and made available to all before anything else. .. ..	—	—	—	—	—	—	—	1	1	—	—	—	—	—	1	—	1	4
23.	Family pension should be available to temporary employees also. .. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
24.	No comments. .. ..	7	6	6	13	2	2	2	7	3	3	1	9	1	1	4	2	98	167
TOTAL .. ..		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.337  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q.No. 179: (c) The convention on Minimum Standards of Social Security adopted by the International Labour Organisation refer: to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit.  What should be the priority for enlarging the scope and coverage of the various existing benefits?															Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine Tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Other		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	The scope of sickness and disablement benefit should be enlarged. ..	—	—	—	1	—	—	—	—	—	—	—	—	1	2	
2.	Unemployment oldage and survivors benefit should get priority in that order	4	—	—	2	—	—	—	—	—	—	—	—	4	10	
3.	Survivors benefits and partial disablement benefit should have priority. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	1	
4.	Medical care, sickness unemployment invalidity, family and old age benefits should be in the order or priority ..	—	—	—	—	—	—	—	—	—	—	—	1	1	2	
5.	Old age, sickness employment injury and medical care in that order. ..	—	—	—	—	—	—	—	—	—	—	—	—	3	3	
6.	Pension, gratuity, unemployment, invalidity and family benefit. ..	1	—	—	—	—	—	—	—	—	—	—	—	1	2	
7.	Depends upon the experience we gain and strengthening of administrative arrangements. ..	—	—	—	—	—	1	—	—	—	—	—	—	—	1	
8.	Medical care aspect of the scheme should be improved and extended to all. ..	2	—	—	2	—	—	1	—	—	—	1	1	6	13	
9.	Difficult to recommend any priority. ..	—	—	—	—	—	—	—	1	—	—	—	—	—	1	
10.	No comments. ..	5	3	2	10	1	—	4	2	1	3	2	1	72	106	
TOTAL ..		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 1.338  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q No. 179: (f) The Convention of minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely medical care, sickness, benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit. (e) How should the programme for introduction of the benefits not currently available be phased?	Government Departments			Enterprises/Undertaking						Employers Associations			Workers Unions						Other		Total
		Central	Labour	State	Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Association/Organisation	Central Trade Unions	State Regional Branches	All India Unions (Industry-wise)	Large-size	Other union		Research and other Institutions	Individuals	
								Large-size	Medium-size	Small-size								Large-size	Medium-size			
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
1.	Should be introduced immediately.	—	—	—	—	—	1	—	1	—	—	—	1	2	5	1	3	—	1	—	—	15
2.	Should be phased through five year Plans.	—	—	—	—	—	—	2	—	—	—	—	1	—	—	—	1	—	—	—	—	4
3.	Should be a comprehensive social security scheme.	—	1	—	—	1	—	—	—	—	—	—	2	—	1	—	1	—	—	—	—	6
4.	ESI must first be introduced in all industries where it is not available and then others	—	1	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	3
5.	They should be introduced gradually depends upon the resources.	—	2	2	1	4	—	1	—	—	—	—	—	—	—	—	—	—	1	1	—	12
6.	Should depend upon finance, administrative machinery and industrial development.	—	—	—	5	—	—	—	—	—	—	—	1	1	—	—	1	—	—	—	—	8
7.	A ten year phased programme should be drawn up.	1	1	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	3
8.	Unemployment benefit should be introduced immediately.	—	1	—	3	—	—	1	—	—	—	—	—	—	—	—	1	—	—	—	3	9
9.	No need to introduce any additional programme	—	—	—	6	3	—	3	—	—	1	—	6	—	—	—	1	—	—	—	—	20
10.	Social security scheme on the same lines as group insurance scheme be introduced.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
11.	Should depend upon the increase in per capita national income and national production.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1

TABLE No. 1.338 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
12.	Should be enforced by legislation.	--	--	--	--	--	--	--	--	--	--	--	--	1	--	--	--	--	--	--	--	1
13.	Unemployment and survivors's benefits may be introduced within the current plan period.	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1
14.	Should be phased in such a manner that it does not affect the production cost.	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1
15.	Family benefit should be introduced.	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1
16.	State should own the responsibility and enhanced benefits are desired.	--	--	--	--	--	--	--	--	--	--	--	1	--	--	--	--	--	--	--	--	1
17.	Preventive treatment and medical check-up should be phased.	--	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1
18.	Government should decide it as a policy.	--	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1
19.	Medical, housing education, etc.	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1
20.	Should be studied by an expert body.	--	--	--	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	1
21.	Employment Insurance Scheme for industrial workers should be introduced immediately.	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1
22.	Educate the labour and leave the rest to collective bargaining.	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1	--	--	--	--	1
23.	No comments.	17	13	21	55	35	3	16	9	2	1	2	72	2	35	14	42	11	13	32	36	431
	TOTAL	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2.338  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 179: (f) The Convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely medical care, sickness benefit, unemployment benefit, old age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit. How should the programme for introduction of the benefits not currently available be phased?	All Plantation	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilisers	Chemical and Chemical Product	Paper & Paper pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1.	Should be introduced immediately...	—	—	1	2	—	—	—	—	—	—	—	—	—	—	—	—	—	3
2.	Should be phased through Five Year Plans. . .	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	3
3.	Should be a comprehensive social security scheme. . .	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	3
4.	ESI must first be introduced in all industries where it is not available and than others. . .	—	—	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	2
5.	They should be introduced gradually depending upon the resources. . .	—	—	—	3	—	—	—	2	—	—	—	1	—	—	—	—	—	6
6.	Should depend upon finance, administrative machinery industrial development. . .	—	—	—	—	—	—	1	2	—	—	—	—	—	—	—	—	3	6
7.	Unemployment benefit should be introduced immediately. . .	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	2	4
8.	No need to introduced any additional programme. . .	—	2	1	1	—	—	1	1	—	—	—	1	1	2	—	—	9	19
9.	Should be phased in such a manner that it does not affect the production cost. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
10.	Family benefit should be introduced. . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
11.	State should own the responsibility and enhanced benefits are desired... .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
12.	Preventive treatment and medical check up should be phased. . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
13.	Government should decide it as a policy. . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1
14.	Medical, housing, education etc. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
15.	Should be studied by an expert today. . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
16.	No comments. . .	6	6	7	14	5	2	4	12	3	3	1	10	1	2	7	2	110	195
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.338  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 179 : (f) The Convention in Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, unemployment benefit, old age benefit, family benefit, employment injury benefit, maternity benefit, invalidity benefit and survivor's benefit. How should the programme for introduction of the benefits not currently available be phased ?	All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Should be introduced immediately. ..	2	—	—	2	—	—	—	1	—	—	—	—	7	12
2.	Should be phased through Five Year Plans	—	—	—	1	—	—	—	—	—	—	—	—	—	1
3.	Should be a comprehensive social security scheme. ..	—	—	—	—	—	—	—	—	—	—	—	1	1	2
4.	There should be introduced gradually depending upon the resources ..	1	—	—	—	—	—	—	—	—	—	—	—	—	1
5.	Should depend upon finance, administrative machinery and industrial development. ..	—	—	—	1	—	—	—	—	—	—	—	—	1	2
6.	A ten year phased programme should be drawn up. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
7.	Unemployment benefit should be introduced immediately. ...	1	—	—	—	—	—	—	—	—	—	—	—	—	1
8.	No need to introduce any additional programme. ..	1	—	—	—	—	—	—	—	—	—	—	—	—	1
9.	Social security scheme on the same lines as group insurance scheme should be introduced.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
10.	Should be enforced by legislation ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
11.	Educate the labour and leave the rest to collective bargaining. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
12.	No comments.	7	4	2	11	1	1	5	2	1	3	3	2	75	117
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141



TABLE No. 1339  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 180 : The benefits referred to in question No. 179 are generally available only to persons who are in wage-paid employment; there will still be large numbers of persons like traders, artisans and small shopkeepers who are self-employed and who will remain uncovered by the scheme. What advance steps should be taken to bring these groups within organised social security schemes.																						
	Government Departments			Enterprises/Undertakings						Employers Associations				Worker Unions						Others		Total	
	Central	Labour	State	Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Others Unions		Research and other Institutions	Individuals			
							Large-size	Medium-size	Small-size								Large-size	Medium-size			Small-size		
1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
4	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
5	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
6	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
7	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
9	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
10	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
11	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
12	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
13	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
14	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
15	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
16	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
17	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
18	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
19	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
20	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
21	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
22	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
23	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	

TABLE No. 1.339 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
16.	A National Health Service may be introduced to cover non-industrial workers.	1	—	—	—	—	—	—	1	—	—	—	4	1	—	—	—	—	—	—	—	7
17.	Ad-hoc Committee may be appointed to go in to the details.	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
18.	Unorganised sector may be considered for coverage and there should be no further extension of benefits to industrial workers.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
19.	Unemployment benefit may be the first step to cover unorganised sector in social security scheme?	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
20.	A National Insurance and Health Scheme may be introduced.	—	—	—	2	1	—	—	—	—	—	—	—	2	1	1	—	—	—	—	—	7
21.	A beginning should be made by legally introducing old age and disablement benefits and their by adding up other benefits step by step.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	—	—	2
22.	It is necessary to compile a complete census of such persons and then to introduce a scheme.	—	—	—	2	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	4
23.	They may be covered under employment insurance scheme.	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
24.	They should be covered under the joint voluntary group insurance schemes.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
25.	The system of social security obtaining in England could be introduced.	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	3	5
26.	The L.I.C. should devise the means to cover the normal risk, for all of them.	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	1	3
27.	It depends upon the financial resources of the nation.	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2
28.	They may take advantage of the small savings and cumulative time deposit schemes etc.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
29.	If it is intended to cover these persons under the scheme, there is no reason why other law income groups should not be included.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
30.	They are covered in our State.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
31.	Contributory health service scheme should be introduced.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
32.	A general provident fund-cum-insurance scheme be introduced.	17	8	22	46	32	3	15	8	1	2	2	54	1	31	10	39	11	13	32	33	2
33.	No comments.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	380
TOTAL ..		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2.339

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 180.: The benefits referred to in question No. 179 are generally available only to persons who are in wage paid employment; there will still be large numbers of persons like traders, artisans and small shopkeepers who are self-employed and who will remain uncovered by the scheme. What advance steps should be taken to bring these groups within organised social security schemes?	All Plantations	Mining including coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemical and Chemicals Products	Paper & Paper pulp	Others	Total	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1.	By asking them to pay something towards the cost. . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	5	6
2.	Steps should be taken to cover them by compulsory legislation. . . .	—	—	—	—	—	—	1	2	—	—	—	—	—	2	1	—	1	7	
3.	State should take the responsibility of old age, unemployment, sickness benefit for others . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	
4.	Medical benefits and medical profession should be nationalised. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
5.	Some of the schemes may be extended to them. . . . .	—	—	—	2	—	—	—	—	—	—	—	1	—	—	—	—	4	7	
6.	By introducing a National security Scheme or any other Suitable Scheme.	—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	1	3	
7.	It is difficult for us to comment. . .	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	1	3	
8.	Except medical care no other benefits is feasible for them. . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
9.	The Government may make life insurance compulsory for non-wage earning categories of people who may not have the support of pension. . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
10.	Before embarking upon extension of the scheme, existing scheme should be improved. . . . .	—	2	—	—	—	—	—	2	—	—	—	—	—	—	—	—	1	6	
11.	By asking them to contribute larger premia. . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1	
12.	Benefits should be extended to other sectors also gradually. . . . .	—	—	—	1	—	1	—	—	—	—	—	—	1	—	1	—	1	5	

TABLE No. 2.339 (Contd.)

	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
13. It is not feasible to cover the unorganised sector at present. ..			3	—	3	3	—	—	—	1	—	—	—	—	2	1	—	3	16
14. By setting up a unified social security fund without levy of any cess on industries. ..			—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
15. A National Health Service may be introduced to cover non industrial workers. ..			—	—	1	—	—	1	1	—	—	—	—	—	—	—	—	2	5
16. Ad-hoc committee may be appointed to go into the details. ..			—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
17. Unorganised sector may be considered for coverage and there should be no further extension of benefits to industrial workers. ..	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
18. Unemployment benefit may be the first step to cover unorganised sector in social security scheme. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
19. A national insurance and health scheme may be introduced. ..	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	2	3
20. It is necessary to compile a complete census of such persons and then to introduce a scheme. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	2	4
21. They may be covered under employment insurance scheme. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
22. The system of social security obtaining in England could be introduced	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	2
23. The L.I.C. should devise means to cover the normal risk for all of them.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	—	2
24. It depends upon the financial resources of the nation. ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	2
25. They may take advantage of small saving and cumulative time deposit schemes etc. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
26. Contributory health service scheme should be introduced. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
27. A general provident fund-cum-insurance scheme be introduced. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
28. No comments. ..	6	4	4	9	12	2	1	2	10	3	3	1	10	—	1	3	2	94	163
TOTAL ..	7	9	10	22	5	3	3	6	18	6	3	1	12	2	6	8	3	127	248

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

TABLE No. 3,339

Serial Number	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	
1															
1.	By asking them to pay something towards the cost. . . . .	3	—	—	1	—	—	—	1	—	—	—	1	6	12
2.	Steps should be taken to cover self-employed persons by compulsory legislation. . . . .	—	—	—	1	—	—	—	—	—	—	—	—	2	3
3.	State should take the responsibility of old age, unemployment, sickness benefit for others. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
4.	Some of the schemes may be extended to them. . . . .	1	—	—	1	—	—	—	—	—	—	—	—	1	3
5.	By introducing a National Security Scheme or any other suitable scheme. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6.	The Government may make life insurance compulsory for non-wage earning categories of people who may not have the support of pension. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
7.	Before embarking upon extension of the scheme, existing scheme should be improved. . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	1
8.	Such scheme can only work with contribution from Government and self-employed persons. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
9.	Benefits should be extended to other sectors also gradually. . . . .	1	—	—	1	—	—	—	—	—	—	—	—	1	3
10.	A National Health Service may be introduced to cover non-industrial workers. . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	1
11.	A National insurance and health scheme may be introduced. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	4	4
12.	A beginning should be made by legally introducing old age and disablement benefits and then by adding up other benefits step by step. . . . .	—	—	—	1	—	1	—	—	—	—	—	—	—	2

TABLE No. 3.339 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
13.	If it is intended to cover these persons under the scheme, there is no reason why other low income groups should not be included.	1	—	—	—	—	—	—	—	—	—	—	—	—	1
14.	They are covered in our State.	—	—	—	1	—	—	—	—	—	—	—	—	—	1
15.	A general provident-fund-cum-insurance scheme be introduced.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
16.	No comments.	6	4	2	9	1	—	4	2	1	3	2	2	69	105
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Q. No. 181: The E.S.I.S. Review Committee has made a number of recommendations in its Report both for improving the administration of the ESIS and for introducing an integrated social security scheme. As regards the latter, it has recommended that planning should now proceed to evolve a comprehensive social security scheme covering in a single enactment various risks of cessation of income or wage loss to which a wage earner is exposed. Towards this end it has specifically suggested:— (i) The Government should in consultation with the Indian Labour Conference set up an expert machinery to evolve a 'Blue print' for a comprehensive scheme of social security which should also form a strong financial and administrative base for inclusion of benefits which are at present not available. (ii) Action should be initiated forthwith to bring about an administrative merger of the ESI Scheme and the EPF Scheme. Steps should be taken to examine the problem in all its details and to accomplish this with the least delay. What are your suggestions on the above recommendation?	Government Departments			Enterprises/Undertakings						Employers Associations			Workers Unions						Others	Total		
	Central	Labour	Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Association/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size			Research and other Institutions	
Serial Number	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1. Agree with the recommendation, since they bring down administrative cost..	—	3	1	10	1	—	1	1	1	—	—	9	—	—	—	3	—	—	—	—	1	31
2. Agree with the first recommendation and the time is not ripe for the second.	—	—	—	2	—	—	2	—	—	1	—	4	1	—	—	—	—	—	1	1	12	
3. Entirely agree with the recommendations.	1	5	3	9	6	—	4	—	—	—	—	10	3	6	1	3	—	2	—	3	56	
4. The second one requires careful consideration.	—	1	—	1	—	—	1	—	—	—	—	—	—	1	—	—	—	—	—	—	4	
5. ESIS Review Committee itself should examine the first in all its bearings and the second one is not favoured.	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2	
6. There should be three schemes instead of one comprehensive schemes, namely, (i) scheme which requires immediate payment like accident insurance, (ii) scheme that involves deferred payment like provident fund and (iii) scheme which is in the nature of service like medical service.	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
7.	The recommendations should be deferred till the administration is improved. . . . .				2	1			1				2									6
8.	These are nothing but high sounding cajoles for the organised. . . . .							1														1
9.	We agree with the suggestions but the present level of income and likely effect on production may be kept in mind. . . . .				1	1							1								1	4
10.	The administration of ESIS should be improved to cover integrated scheme and second one is not favoured. . . . .												1									1
11.	We agree with the suggestion of merging ESIS & EPFS but our own schemes are better. . . . .				1																	1
12.	Both recommendations require fuller consideration. . . . .												2	2	4	2	4					14
13.	As long as the coverage of these schemes remains different, there is no merit in merging them. . . . .		1										1					1				3
14.	We almost agree with suggestion of merging ESIS & EPFS. . . . .				1																	1
15.	It would not be feasible to effect a merger of both the schemes at present. . . . .				1	1																2
16.	ESIS is not applicable to us. . . . .												1									1
17.	We don't agree . . . . .				2	1							1									4
18.	The first one is possible only when there is a considerable increase in per capita income and the second one requires careful consideration. . . . .				4	1																5
19.	The first is a step in the right direction but in the process no further financial should be cast on the employers and there is no merit in the merger of the schemes. . . . .																					
20.	ESIS should be kept separate. . . . .												2									2
21.	The problem may be entrusted to an expert committee. . . . .																1					1
22.	Agree with the second recommendation but not with the first. . . . .		1				1															2
23.	Agree with the recommendations but expert committee should have fair representation of labour. . . . .												2									2
24.	ESIS & EPFS can be administratively merged. . . . .		1														1					2
25.	ESI Organisation should be streamlined before considering the merger of ESIS & EPFS. . . . .				1																	1
26.	No comments. . . . .	17	8	19	39	33	3	14	9	1	1	2	46	1	31	12	39	11	12	32	33	363
	TOTAL . . . . .	18	21	23	74	45	4	24	11	2	2	2	84	7	42	13	51	11	15	33	40	524



TABLE No. 2.340

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 181: The E.S.I.S. Review Committee has made a number of recommendations in its Report both for improving the administration of the ESIS and for introducing an integrated social security scheme. As regards the latter, it has recommended that planning should now proceed to evolve a comprehensive social security scheme covering in a single enactment various risks of cessation of income or wage loss to which a wage earner is exposed. Towards this end it has specifically suggested. (i) The Government should in consultation with the Indian Labour Conference set up an expert machinery to evolve a 'blue print' for a comprehensive scheme of social security, which should also form a strong financial and administrative base for inclusion of benefits which are at present not available. (ii) Action should be initiated forthwith to bring about an administrative merger of the ESI Scheme and the EPF Scheme. Steps should be taken to examine the problem in all its details and to accomplish this with the least delay. What are your suggestions on the above recommendations ?	Total																		
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron & Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilisers	Chemicals & Chemical Products	Paper & Paper pulp	Others	20	
1.	Agree with the recommendations since they bring down administrative cost. ..	—	1	—	5	—	—	1	2	2	—	1	—	1	1	—	—	9	23	
2.	Agree with the first recommendation and the time is not ripe for the second. ..	—	—	—	2	—	1	—	—	—	—	—	1	—	—	—	—	5	9	
3.	Entirely agree with the recommendations. ..	—	—	—	4	3	2	—	—	2	—	1	—	3	4	—	10	29		
4.	The second one requires careful consideration. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	2		
5.	ESIS Review Committee should itself examine the first in all its bearings and the second one is not favoured. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1		
6.	There should be three schemes instead of one comprehensive scheme, namely (i) scheme which requires immediate payment like accident, insurance (ii) scheme that involves deferred payment like provident fund & (iii) scheme that is in the nature of service like medical services. ..	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1		
7.	The recommendations should be deferred until the administration is improved. ..	—	—	—	—	—	—	1	3	—	—	—	—	—	—	—	1	5		
8.	There are noting but high sounding cajoles for the organised. ..	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1		

TABLE No. 2.340 (Contd.)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
9. We agree with the suggestions but the present level of income and the likely effect on production may be kept in mind. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	3
10. The administration of ESIS should be improved to cover integrated scheme and the second one is not favoured. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
11. We agree with the suggestion of merger of the schemes but our own schemes are better. ..	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
12. Both recommendations require fuller consideration. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2
13. As long as the coverage of these schemes remains different there is merit in merging them. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
14. We almost agree with the suggestion of merger. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
15. It would not be feasible to effect a merger at present. ..	—	—	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	—	2
16. ESIS is not applicable to us. ..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17. We do not agree. ..	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—	2	4
18. The first one is possible only when there is a considerable increase in per capita income and the second one requires careful consideration. ..	—	—	1	—	—	—	—	—	—	3	—	—	—	—	—	—	—	—	1	5
19. The first is a step in the right direction but in the process no further financial burden should be cost on the employers and there is no merit in the merger of the schemes ..	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
20. The problem may be entrusted to an expert committee. ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
21. Agree with the second but not with the first. ..	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	2
22. ESIS & EPFS can be administratively merged. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
23. ESI organisation should be streamlined before considering the merger of the schemes. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
24. No comments. ..	7	4	9	9	2	2	—	1	9	1	3	1	9	—	1	2	2	88	148	
TOTAL	7	7	9	10	22	5	3	3	6	18	6	3	1	12	2	6	8	3	127	248

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

TABLE No. 3.340

Serial Number	Q. No. 181: The E.S.I.S. Review Committee has made a number of recommendations in its Report both for improving the administration of the ESIS and for introducing an integrated social security scheme. As regards the latter, it has recommended that planning should now proceed to evolve a comprehensive social security scheme covering in a single enactment various risks of cessation of income or wage loss to which a wage earner is exposed. Towards this end it has specifically suggested:— (i) The Government should in consultation with the Indian Labour Conference set up an expert machinery to evolve a 'blue print' for a comprehensive scheme of social security which should also form a strong financial and administrative base for inclusion of benefits which are at present not available. (ii) Action should be initiated forthwith to bring about an administrative merger of the ESI Scheme and the EPF Scheme. Steps should be taken to examine the problem in all its details and to accomplish this with the least delay. What are your suggestions on the above recommendations?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Agree with the recommendations, since they bring the administrative cost ..	—	—	—	3	—	—	—	—	—	—	—	—	—	3
2.	Entirely agree with the recommendations. ..	—	—	—	2	—	—	1	1	—	—	—	—	11	15
3.	The second one requires careful consideration ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
4.	No suggestions. ..	1	—	—	—	—	—	—	—	—	—	—	—	—	1
5.	Both recommendations require fuller consideration. ..	2	—	—	2	—	1	—	—	—	—	—	1	6	12
6.	As long as the coverage of these schemes remains different, there is no merit in merging them. ..	1	—	—	—	—	—	—	—	—	—	—	—	—	1
7.	ESI Scheme should be kept separate. ..	1	—	—	—	—	—	—	—	—	—	—	—	—	1
8.	Agree with the recommendations but expert committee should have fair representation of labour. ..	—	—	—	—	—	—	1	—	—	—	—	—	—	1
9.	We agree with the first suggestion, but ESIS and EPFS should not be merged—they should be separate organisations and financial entities. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
10.	No Comments ..	7	4	2	8	1	—	3	2	1	3	3	25	69	105
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 1.341  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 182: Should the provision for exemption from the ESI scheme be tightened? How should this be achieved?	Government Departments			Enterprises/Undertakings						Employers Associations			Workers Unions						Others		Total	
		Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals		
			Labour	Others including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1.	Yes—this can be done by suitably including some clauses in the existing act itself. ..	—	2	1	3	—	—	—	—	—	—	—	—	—	—	1	—	—	1	1	1	1	10
2.	Does not apply to the unit/exempted.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	4
3.	Yes, through legislation and strict enforcement. ..	—	—	—	—	1	—	—	—	—	—	—	—	1	1	—	—	1	—	—	—	—	4
4.	Yes, by raising the unit of coverage of persons getting wage upto Rs.500/-	—	—	—	1	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3
5.	Present provisions are adequate/ No change is necessary. ..	1	2	—	13	1	—	—	1	1	—	3	—	—	—	—	—	1	—	—	1	—	24
6.	Yes, by covering all classes of employees and all establishments. ..	—	—	—	1	1	—	—	1	—	—	—	1	—	2	—	—	—	—	—	—	—	6
7.	Yes, the exemption should not be granted easily. ..	—	1	1	1	1	—	1	—	—	—	—	—	—	—	—	—	1	—	1	—	—	7
8.	Yes, the exemption should be given to those industries which can afford good facilities. ..	—	—	—	7	1	—	1	—	—	—	—	2	—	—	—	—	—	—	—	—	—	11
9.	No exemption should be given. ..	1	1	—	1	1	—	1	—	—	—	—	1	—	—	—	—	1	—	—	2	9	
10.	This aspect needs further examination. ..	—	—	—	3	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	4
11.	No need. ..	—	1	—	6	5	—	1	1	—	—	—	9	1	—	—	1	—	—	—	—	—	25
12.	A minimum qualifying period of 240 days service should be laid down for coverage under the scheme. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
13.	Yes, the corporation will have to provide adequate medical facilities and administrative arrangements. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1

TABLE No. 1.341 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
14.	Yes, by following the procedure suggested by ESIS Review Committee.	—	—	—	—	1	—	—	—	—	—	—	1	1	4	2	5	—	—	—	—	14
15.	Government Departmental undertakings having similar or better provisions should be exempted.	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16.	Yes.	..	1	—	3	1	—	1	—	—	—	—	5	2	—	—	2	—	—	—	—	15
17.	Yes, by covering the major industries first and then gradually extending to small-scale industries.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	—	2
18.	Yes, through legislation and strict enforcement and by not granting the exemption easily.	..	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	—	3
19.	No need, but the scheme should not be made applicable to casual temporary and badli workers and a minimum qualifying period of 240 day's service should be laid down for coverage under the scheme.	..	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	2
20.	The existing provisions may be strictly enforced.	..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
21.	Exemption should be given only where the scheme framed by the Company gives more benefit to the workers than the ESI scheme.	..	2	—	1	1	—	1	—	—	1	—	—	—	—	—	—	—	—	—	1	7
22.	Undertakings should be exempted for 5 years.	..	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
23.	The exemption should be extended to all units employing 50 persons.	..	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
24.	No comments.	..	15	10	21	33	29	3	17	7	1	1	2	55	2	35	12	37	11	11	30	368
TOTAL ..		..	18	21	23	74	45	4	24	11	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2.341  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number		Q. No. 182 : Should the provisions for exemption from the ESI scheme be tightened ? How should this be achieved ?																			Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and Paper pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1.	Yes, this can be done by suitably including some clauses in the existing tact itself.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	1	3	
2.	Does not apply to the unit/exempted.	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	2	
3.	Yes, through legislation and strict enforcement.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2		
4.	Yes, by raising the unit of coverage of persons getting wage upto Rs. 500.	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	—	—	1	3	
5.	Present provisions are adequate/No change is necessary.	—	1	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	16	19	
6.	Yes, by covering all classes of employees and all establishment.	—	—	—	2	—	—	—	1	—	—	—	1	—	—	—	—	—	—	4	
7.	Yes, the exemption should not be granted easily.	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	1	3		
8.	Yes, the exemption should be given to those industries which can afford good facilities.	—	—	—	2	—	—	1	3	3	—	—	—	—	—	—	—	2	11		
9.	No exemption should be given	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	2	4		
10.	This aspect needs further examination.	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	2	4		
11.	No need.	—	2	—	3	—	—	—	1	1	—	—	—	1	1	2	3	—	8	22	
12.	Yes, the corporation will have to provide adequate medical facilities and administrations arrangements.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	
13.	Yes, by following the procedure suggested by ESIS Review Committee.	—	—	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	2	
14.	Yes.	—	—	—	1	2	1	—	—	—	—	—	1	—	1	1	1	—	3	10	

TABLE No. 2.341 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
15.	Does not apply to the unit but the exemption should not be granted easily ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
16.	No need, but the scheme should not be made applicable to casual, temporary and badli workers and a minimum qualifying period of 240 days service should be laid down for coverage under the scheme. ..	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	—	2
17.	The existing provisions may be strictly enforced. ..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
18.	Exemption should be given only where the scheme framed by the company gives more benefits to the workers than the BSI scheme. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	3	4
19.	Undertakings should be exempted for 5 years. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
20.	The exemption should be extended to all units employing 50 persons.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
21.	No comments. ..	7	5	9	11	2	1	2	9	1	3	1	8	—	—	3	2	84	148
TOTAL ..		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.341  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 182: Should the provisions for exemption from the ESI scheme be tightened ? How should this be achieved ?														
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1. Yes, this can be done by suitably including some clauses in the existing act itself. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2
2. Does not apply to the unit/exempted. . .	—	—	—	—	—	—	—	2	—	—	—	—	—	—	2
3. Yes, through legislation and strict enforcement. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2
4. Present provisions are adequate, no change is necessary. . .	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5. Yes, by covering all classes of employees and all establishments. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2
6. Yes, the exemption should not be granted easily. . .	1	—	—	—	—	—	—	—	1	—	—	—	—	—	2
7. No exemption should be given. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
8. No need. . .	—	—	—	—	1	—	—	—	—	—	—	—	—	1	2
9. A qualifying period of 240 days' service should be laid down for coverage under the scheme. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
10. Yes, by following the procedure suggested by ESIS Review Committee. . .	2	—	—	—	3	—	1	—	—	—	—	1	5	12	12
11. Yes. . .	—	—	—	—	2	—	—	—	—	—	—	—	—	2	4
12. Yes, by covering the major industries first and then gradually extending to small-scale industries. . .	2	—	—	—	—	—	—	—	—	—	—	—	—	—	2
13. No comments. . .	6	4	2	9	1	—	3	2	1	3	3	2	72	108	108
TOTAL															
	12	4	2	15	1	1	5	3	1	3	3	3	88	141	141



TABLE No. 1.342  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q.No. 183 (a). In so far as the ESI scheme is concerned, there is a view that absenteeism among workers in the factories covered by the scheme has tended to increase consequent upon the introduction of the scheme. No concrete evidence has been forthcoming so far either in support of the above contention or against it. What is the experience in the industrial unit/units within your knowledge?	Government Departments				Enterprises/Undertakings						Employers Associations				Workers Unions						Others			
		State		Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Others Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Others Unions			Research and other Institutions	Individuals					
		Labour	Others including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size							
																					3	4	5	6	7
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23			
1.	ESI doctors should be more scrupulous while issuing certificates.	—	—	—	1	1	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	4			
2.	This statement is correct.	2	8	1	20	10	1	11	4	1	1	—	26	—	—	—	1	—	—	4	3	93			
3.	Workers do misuse the benefit in the matter of taking leave.	—	1	—	3	2	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	7			
4.	We have no experience since ESIS is not applicable to us.	—	—	—	3	—	—	—	—	—	—	—	1	—	—	—	2	—	—	—	—	6			
5.	It is not true.	—	1	—	1	3	—	1	—	—	—	—	—	4	13	2	7	—	2	—	2	36			
6.	It has little effect in our organisation.	—	—	—	2	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	4			
7.	Absenteeism is there during festivals, marriages etc.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1			
8.	No such experience.	—	—	—	4	2	—	1	—	—	—	—	—	—	—	—	1	—	—	—	—	8			
9.	This is true only in case of unscrupulous doctors.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1			
10.	True to some extent.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1			
11.	Not correct, absenteeism may be due to fatigue and need for more leisure.	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1			
12.	Absenteeism is due to disciplinary action taken by the employers as also on account of festivals, marriages etc.	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1			
13.	This statement is correct, as workers do misuse the benefits in the matter of taking leave.	—	—	—	—	1	—	—	—	—	—	—	3	—	—	—	—	—	—	—	—	4			
14.	No comments.	16	10	22	39	26	3	11	7	1	1	2	50	2	29	12	39	11	13	29	34	357			
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524			

TABLE No. 2.342  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)**

Serial Number	Q. No. 183 (a) : In so far as the ESI scheme is concerned, there is a view that absenteeism among workers in the factories covered by the scheme has tended to increase consequent upon the introduction of the scheme. No concrete evidence has been forthcoming so far either in support of the above contention or against it. What is the experience in the industrial unit/units within your knowledge?																			
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and Paper pulp	Others	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1.	ESI doctors should be more scrupulous while issuing certificates.	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	—	2	4	
2.	This statement is correct.	—	—	1	14	1	3	3	8	—	—	—	3	1	5	5	1	29	74	
3.	Workers do misuse the benefit in the matter of taking leave.	—	—	—	—	—	—	—	1	1	—	—	1	—	—	—	—	2	5	
4.	We have no experience since ESIS is not applicable to us.	—	2	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	4	
5.	It is not true.	—	—	—	—	1	—	—	—	2	—	—	—	—	—	—	—	2	5	
6.	It has little effect in our organisation.	—	2	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	4	
7.	Absenteeism is there during the festivals, marriages etc.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	
8.	No such experience.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	6	7	
9.	This statement is correct as workers do misuse the benefits in the matter of taking leave.	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	2	4	
10.	No comments.	7	5	9	8	3	—	3	7	2	3	1	7	—	—	1	2	82	140	
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3342  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 183(a): In so far as the ESI scheme is concerned, there is a view that absenteeism among workers in the factories covered by the scheme has tended to increase consequent upon the introduction of the scheme. No concrete evidence has been forthcoming so far either in support of the above contention or against it. What is the experience in the industrial unit/units within your knowledge?	Industry-wise Distribution														Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	This statement is correct.	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
2.	Workers do misuse the benefit in matter of taking leave.	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
3.	We have no experience since ESIS is not applicable to us.	—	—	—	—	—	—	1	—	—	—	—	—	1	2	
4.	It is not true.	—	—	—	3	—	1	—	1	—	—	—	1	18	28	
5.	No such experience.	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
6.	This is true only in case of unscrupulous doctors	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
7.	Not correct, absenteeism may be due to fatigue and need for more leisure.	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
8.	No comments.	8	4	2	9	1	—	4	2	1	3	3	2	67	106	
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 1.343  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 183 : In so far as the ESI scheme is concerned, there is a view that absenteeism among workers in the factories covered by the scheme has tended to increase consequent upon the introduction of the scheme. No concrete evidence has been forthcoming so far either in support of the above contention or against it. (a) What is the experience in the industrial unit/units within your knowledge? (b) What remedies would you suggest to minimise such absenteeism ? [Reply to part (b) only]																						
	Government Departments			Enterprises/Undertakings						Employers Associations			Workers Unions						Others		Total		
	Central	Labour	State	Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals			
							Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1. By asking ESI doctors to be more scrupulous in issuing certificates.	..	—	1	—	4	6	1	4	2	—	—	—	9	—	—	—	1	—	—	—	—	1	29
2. Medical practitioners should be in charge of factory workers.	..	—	—	—	2	—	—	1	1	1	1	—	—	—	—	—	—	—	—	—	—	—	6
3. Workers should be given either sick leave or leave on half pay and not both.	..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
4. Provision should be made in ESI Act to get the certificate countersigned by a civil surgeon.	..	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	1	3
5. Legislative provision has to be made for punishment in case of bogus certificates.	..	—	2	—	1	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	—	5
6. Workers should not be allowed to take double advantage of both leave with wages and also sickness benefit from ESI.	..	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	4
7. Through education and strict supervision of workers.	..	—	—	—	3	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	5
8. Separate provision for hospitalisation is needed.	..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
9. There is a need for a scientific study of the problem.	..	—	—	—	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
10. Trade unions and bodies like India Medical Association should mobilise their opinion.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
11. Frequent checks by social workers, as is already being done, are good.	..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
12. An Attendance Bonus Scheme should be introduced.	..	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	2
13. Discontinuance of cash benefits.	..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2

TABLE No. 1.343 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
14.	Liberal provisions of ESI Act should be tightened to avoid misuse.												1									1
15.	The working of the ESI scheme needs be orientation.				1								1									2
16.	By exercising stricter control on granting sick leave.		1			1							1								1	4
17.	Legal recognition should be given to co-medical officers.												1									1
18.	Restriction against disciplinary action during period of sickness be removed.					1							1									2
19.	By providing better working conditions and giving casual leave.	1																				1
20.	No need as it has a marginal effect.				1																	1
21.	Better service and increased benefits with enhanced contributions will improve the situation.													1								1
22.	Sickness benefit may be reduced to the minimum and ban on disciplinary action should be lifted.												1									1
23.	Very little can be done.			1																		1
24.	Independent verification of illness should be instituted.																				1	1
25.	Section 73 should be suitably amended to make it incumbent on IMO to send a copy of the certificate within 3 days.												1									1
26.	Local Committee and State Government should leave a control and erring persons should be punished.																1					1
27.	Monetary benefits be granted only for illness beyond 10 days.				1																	1
28.	Provision should be made for granting leave with to ages and leave should be accumulated and ESI authority should pay the wages.					1																1
29.	By equalising leisure of low-paid and highly-paid.				5									1								1
30.	Various measures as suggested above.			22	55	33	3	14	8	1	1	2	56	4	41	14	49	11	15	32	36	428
31.	No comments.	17	14																			
	TOTAL	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2.343

**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)**

Serial Number	Q. No. 183 : In so far as the ESI scheme is concerned there is a view that absenteeism among workers in the factories covered by the scheme has tended to increase consequent upon the introduction of the scheme. No concrete evidence has been forth coming so far either in support of the above contention or against it (a) what is the experience in the industrial unit/units within your knowledge? (b) What remedies would you suggest to minimise such absenteeism ?	[Reply to part (b) only]																		
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and Paper pulp	Others	Total	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1.	By asking ESI doctors to be more scrupulous in issuing certificates. . .	—	—	1	7	—	1	—	1	—	—	—	2	1	2	—	—	11	26	
2.	Medical practitioners should be in charge of factory workers. . .	—	—	—	—	—	—	1	—	—	—	—	1	—	—	—	1	3	6	
3.	Workers should be given either Sick leave or leave on half pay and not both. . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	
4.	Provision should be made in ESI Act to get the certificate countersigned by a civil surgeon. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
5.	Legislative provision has to be made for punishment in case of bogus certificates. . .	—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	1	3	
6.	Workers should not be allowed to take double advantages of both leave with wages and also sickness benefits from ESI. . .	—	—	—	1	—	1	—	—	—	—	—	—	—	—	—	—	2	4	
7.	Through education and strict supervision of workers. . .	—	—	—	1	—	—	1	1	—	—	—	—	—	1	1	—	—	5	
8.	There is a need for a scientific study of the problem. . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	—	—	2	
9.	Discontinuance of cash benefits. . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
10.	Liberal provisions of ESI Act should be tightened to avoid misuse. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
11.	The working of the ESI scheme needs re-orientation. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	2	
12.	By exercising stricter control on granting sick leave. . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	2	

TABLE No. 2.343 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
13.	Legal recognition should be given to re-medical officers. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
14.	Restriction against disciplinary action during the period of sickness be removed. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	2
15.	No need as it has a marginal effect. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
16.	Sickness benefit may be reduced to the minimum and ban on disciplinary action should be lifted. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
17.	Section 73 should be suitably amended to make it incumbent on IMO to sent to a way of certificates with 3 days. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
18.	Monetary benefits be granted only for illness beyond 10 days. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
19.	Provisions should be made for granting leave with wages and leave should be accumulated & ESI authority only should pay the wages. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
20.	Various measures as suggested above.	—	—	—	—	1	1	1	2	—	—	—	—	1	1	—	—	5	12
21.	No comments. ..	7	9	9	10	3	—	3	12	5	3	1	8	—	1	4	2	96	173
	TOTAL ..	7	9	10	22	5	3	6	18	6	3	1	2	12	6	8	3	127	248

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

TABLE No. 3.343

Serial Number	Q. No. 183: In so far as the E.S.I. scheme is concerned, there is a view that absenteeism among workers in the factories covered by the scheme has tended to increase consequent upon the introduction of the scheme. No concrete evidence has been forthcoming so far either in support of the above contention or against it. (a) What is the experience in the industrial unit/units within your knowledge? What remedies would you suggest to minimise such absenteeism? [Reply to Part (b) only]	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	By asking E.S.I. doctors to be more scrupulous in issuing certificates. . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1
2.	An attendance Bonus Scheme should be introduced. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	2	2
3.	Waiting period should be extended from 2 days to 5 days and production Bonus Scheme should be introduced. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
4.	Better service and increased benefits with enhanced contributions will improve the situation. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
5.	Local Committee and state Government should have a control and erring persons should be punished. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6.	By equalising leisure of low-paid and highly paid. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
7.	No comments . . . . .	12	4	2	13	1	1	5	3	1	3	3	3	83	134
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141



REPLIES TO THE QUESTIONNAIRE—CATEGORY INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS

TABLE No. 1.344

Serial Number	Q.No. 184  (a): Should the administration of the medical benefits under the ESI Scheme remain the responsibility of state Governments? Or should the Corporation itself take it over?	Government Departments			Enterprises/Undertakings							Employers Associations			Workers Unions							Others		Total
		Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals			
			Labour	Other including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1.	State Governments.	—	7	3	5	7	—	1	—	—	—	—	3	1	—	—	3	—	2	1	2	35		
2.	ESI Corporations.	—	2	1	24	7	2	9	4	1	—	—	27	3	6	—	5	—	1	3	4	99		
3.	Both.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1		
4.	Either it is with state Government or with Corporation, it hardly matters.	—	—	—	—	—	—	—	—	—	—	—	—	1	4	2	3	—	—	—	—	10		
5.	Present arrangements are satisfactory.	1	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3		
6.	Depends upon the circumstances	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
7.	Central Government.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1		
8.	Should be operated by corporation and controlled and guided by a high power body to its formed by state Governments in consultation with the Central Government.	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1		
9.	Neither of these but a high level committee.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1		
10.	Difficult to answer.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	2		
11.	No comments.	17	11	19	43	30	2	14	7	1	2	2	52	1	32	12	40	11	11	29	34	370		
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524		

TABLE No. 2.344  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 184 (a): Should the administration of the medical benefits under the ESI scheme remain the responsibility of State Governments? Or should the Corporation itself take it over?	Industry-wise Distribution of Respondents (Employers)																			Total
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and Paper pulp	Others			
1.	State Governments.	..	..	—	—	—	—	1	—	2	—	—	2	2	—	—	1	—	7	16	
2.	ESI Corporation.	..	..	—	11	3	2	3	10	2	—	—	2	—	5	4	1	26	74		
3.	Both.	..	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
4.	Present arrangements are satisfactory.	..	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2		
5.	Neither of there, but a high level committee.	..	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
6.	Difficult to answer. . .	..	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
7.	No comments.	..	..	7	6	8	2	1	2	8	2	3	1	8	—	1	3	2	91	153	
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3344  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
			All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
Q. No. 184(a): Should the administration of the medical benefits under the ESI Scheme remain the responsibility of State Governments? Or should the Corporation itself take it over?																
1. State Governments.	..	..	3	—	—	1	—	—	—	1	—	—	—	—	1	6
2. ESI Corporation.	...	...	1	—	—	4	—	—	—	—	—	—	—	—	10	15
3. Whether it is with the State Governments or with the corporation, it hardly matters.	...	...	2	—	—	2	—	1	—	—	—	—	—	—	5	10
4. Central Government.	..	..	—	—	—	1	—	—	—	—	—	—	—	—	—	1
5. Should be operated by corporation and controlled and guided by a high power body to be formed by State Governments in consultation with the Central Government.	...	...	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6. Difficult to answer.	..	..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
7. No comments.	..	..	6	4	2	7	1	—	5	2	1	3	3	3	70	107
TOTAL	..	..	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 1.345  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments										Enterprises/Undertakings					Employers Associations			Workers Unions							Others				Total
	Central	State			Central Sphere	State Sphere	Cooperative	Private			Central Organisation	State/Regional Branches		Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and Other Institutions	Individuals								
		Labour	Others including Local Bodies	Small-size				Medium-size	Large-size	State/Regional Branches		Central Organisation	Other Associations/ Organisations					Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)			Large-size	Medium-size	Small-size					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23								
1.	A survey should be conducted to find out current practices in various states.	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1								
2.	Set standards should be followed by all states.	—	1	1	1	—	—	—	—	—	—	—	—	1	—	—	—	—	2	—	—	6								
3.	Recommendations of the committee be followed.	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2								
4.	There is no problem if the standards of medical benefits are high.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1								
5.	Through legislation	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1								
6.	A supervisory authority should be appointed.	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1								
7.	It is not worth working out a scheme to ensure a uniform standard.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1								
8.	A survey should be conducted to find out current practices in various States and set standards should be followed by all States.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1								
9.	No comments	17	20	22	71	43	4	22	11	2	2	2	84	6	42	15	50	11	13	33	40	510								
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524								

TABLE No. 2.345  
 REPLY TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Q.No. 184:	[Reply to part (b) only]																																				
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instru-ments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and paper pulp	Others	Total																			
Serial Number	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20																			
1. A survey should be conducted to find out current practices in various States. . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1																			
2. Set standards should be followed by all States. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1																			
3. Recommendations of the Committee be imple-mented. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1																			
4. Through legislation. . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1																			
5. A supervisory authority should be appointed. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1																			
6. It is not worth working out a scheme to ensure uni-form standard . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1																			
7. A survey should be conducted to find out current practices in various States and set standards should be followed by all of them. . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1																			
8. No comments. . . . .	7	9	10	21	5	3	6	18	4	3	1	12	1	6	6	3	126	241																			
TOTAL . . . . .																				7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3,345  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)**

Serial Number	Q. No. 184: (a) : Should the administration of the medical benefits under the ESI Scheme remain the responsibility of the State Governments? Or should the Corporation itself take it over?  (b) If State Governments are to continue administering medical benefits, what should be done to ensure that a uniform standard of medical benefits is available to insured persons in all States?  [Reply to part (b) only]	Industry-Wise Distribution of Respondents (Unions)														Total
		All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1.	Set standards should be followed by all states.	1	—	—	—	—	—	—	1	—	—	—	—	1	3	
2.	No problem to ensure a uniform standard if the standards of medical benefits are high.	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
3.	No comments.	11	4	2	14	1	1	5	2	1	3	3	3	87	137	
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 1.346  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 185: What should be the respective shares of contribution from employers, workers and Government in any scheme of social security.																						
	Government Departments			Enterprises/Undertakings								Employers Associations			Workers Unions					Others		Total	
	Central	State		Central Sphere	State Sphere	Cooperative	Large-size	Private		Small-size	Central Organisations	State Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Other Unions		Research and other institutions	Individuals		
		Labour	Other including Local Bodies					Medium-size	Small-size									Medium-size	Small-size				
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1.	2	2	—	12	6	—	2	—	—	—	—	12	1	—	—	—	—	1	2	1	41		
2.	—	—	—	1	—	—	1	—	—	1	1	5	—	—	—	—	—	—	1	—	10		
3.	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	3		
4.	—	1	—	10	1	—	—	—	—	1	—	—	1	—	—	1	—	—	—	1	16		
5.	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	3		
6.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
7.	—	—	1	2	1	—	—	—	—	—	—	1	—	1	—	1	—	—	—	—	7		
8.	—	—	—	—	—	—	—	1	—	—	—	2	—	—	—	—	—	—	—	1	4		
9.	—	—	—	3	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	4		
10.	—	1	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3		
11.	—	—	—	1	—	—	1	1	—	—	—	2	1	3	1	4	—	—	—	1	15		
12.	—	—	—	1	—	—	—	—	—	—	—	1	—	3	1	2	—	—	—	—	8		

TABLE No. 1.346—Contd.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
13.	Government should contribute an amount equal to contributions from workers and employers.	..	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	1	1	—	—	4
14.	Government should not be required to contribute to any scheme limited to industrial workers.	..	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
15.	Major share by employers and employees and a token contribution by Government.	..	1	—	2	1	—	—	—	—	—	—	—	1	—	—	1	—	—	—	—	—	6
16.	Liabilities of Government, employers and workers should be in the ratio of 50:30:20.	..	1	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	—	—	—	—	3
17.	Present arrangement should not be disturbed.	..	2	—	4	5	1	—	1	—	—	—	4	1	1	—	—	—	—	—	1	—	20
18.	Share of employers and employees should be in equal proportion and the Government's contribution should depend upon the amount of taxes it receives from the industry.	..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
19.	Shares of workers, employers and Government should be in the ratio of 1:2:2.	..	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
20.	Worker's share should be fixed according to his capacity to bear the burden.	..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
21.	It should be in the ratio 1:2:3 from workers, employers and Government respectively.	..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
22.	The workers being under paid should be the least burdened.	..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
23.	Worker's share should be related to his earnings; employers should contribute to the total wage bill and the balance is needed by the Government.	..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	2
24.	This should be settled by a Committee.	..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
25.	Various suggestions as indicated above.	..	—	1	2	—	1	—	—	—	—	—	1	—	1	1	—	—	—	—	—	—	7
26.	Shares of employers, workers & the Government should be in the ratio of 50:30:20.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
27.	The respective shares should be in the ratio of 1:2:4.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1



TABLE No. 1.346—Contd.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
28.	This needs detailed examination.	..	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1
29.	It should be the sole responsibility of the Government.	..	--	--	--	--	--	1	--	--	--	--	1	--	--	--	--	--	--	--	--	2
30.	The respective shares should in the ratio of 60:30:10	..	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1
31.	They should be in the ratio of 50:25:25	--	--	--	--	--	--	--	--	--	--	--	--	--	1	--	--	--	--	--	--	1
32.	Ratio should be 3:1 in favour of workers ; centre and state should both contribute in the ratio of 60:40.	..	--	--	--	--	--	--	--	--	--	--	--	--	1	--	--	--	--	--	--	1
33.	The contribution should be in such a way that it does not adversely affect any one.	..	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1
34.	5% total wage bill by employers, 2.5% of individuals earnings by workers and sum total of these two by Government.	--	--	--	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	1
35.	No comments.	..16	10	20	29	28	1	17	8	2	--	1	49	1	31	11	39	11	12	29	34	349
	TOTAL	..18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2.346  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 185 : What should be the respective shares of contribution from employers, workers and Government in any scheme of social security ?	2																	Total
		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1.	Contributions should be equal. ..	—	3	—	—	3	1	1	3	3	—	—	2	2	—	—	1	13	32
2.	Contributions should be in such a way that it will reduce the burden of the management. ..	—	1	—	1	—	—	—	—	—	—	—	—	—	1	—	—	6	9
3.	Varies. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
4.	Govt. should also contribute towards the cost of the scheme. ..	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	10	12
5.	EPF should be shared equally by the management and the workers. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2
6.	Medical care, sickness and maternity benefits should be on the lines of ESI scheme. ...	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
7.	Equally by Government and employers and nominal or nil by workers. ..	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	—	2	4
8.	$\frac{1}{2}$ by Govt., $\frac{1}{4}$ by workers and $\frac{1}{4}$ by employers. ..	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	1	3
9.	50% by workers, 40% by employers and 10% by Government. ..	—	—	—	1	—	—	—	3	—	—	—	—	—	—	—	—	—	4
10.	No hard and fast rate can be laid down. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2
11.	Government should contribute more and more. ..	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	1	2	5
12.	Workers should not be called upon to pay towards any scheme. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	2
13.	Government should contribute an amount equal to contribution from workers and employers. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2

TABLE No. 2.346 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14.	Major share by employers and employees and a token contribution by Government.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	2	3
15.	Present arrangements should not be disturbed.	—	—	1	2	—	—	1	2	1	—	—	—	—	1	1	—	6	15
16.	Share of employers and employees should be in equal proportion but Govts. contribution should depend upon the amount of taxes it receives from the industry.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
17.	Worker's share should be fixed according to his capacity to bear the burden.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
18.	Share of workers employers and Govt. should be in the ratio of 1:2:3	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
19.	The workers being under paid should be the least burdened.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
20.	Worker's share should be related to his earnings; employers should contribute to the total wage bill and the balance is needed by the Govt.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
21.	This should be settled by a committee.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
22.	Various suggestions as indicated above.	—	1	1	1	—	—	—	—	—	—	—	—	—	—	—	—	1	4
23.	This needs detailed examination.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
24.	It should be the sole responsibility of the government.	—	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	2
25.	They should be in the ratio of 50:25:25.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
26.	The contribution should be in such a way that it does not adversely affect any one.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
27.	5% of total wage bill by employers 2.5% of individual earnings by workers and sum total of these two by Government.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
28.	No comments	7	1	7	10	2	2	3	8	2	3	1	8	—	1	6	1	73	135
	TOTAL	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.346  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 185: What should be the respective shares of contribution from employers, workers and Government in any scheme of social security?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Contribution should be equal.	—	—	—	—	—	—	—	1	—	—	—	—	1	2
2.	Varies.	1	—	—	—	—	—	—	—	—	—	—	—	—	1
3.	Government should also contribute towards the administration of the scheme.	—	—	—	1	—	—	—	—	—	—	—	—	—	2
4.	Equally by Government and employers and nominal or nil by workers.	—	—	—	1	—	—	—	—	—	—	—	—	1	2
5.	Government should contribute more and more.	2	—	—	2	—	—	—	—	—	—	—	1	4	9
6.	Workers should not be called upon to pay towards any scheme.	1	—	—	—	—	—	—	—	—	—	—	1	4	6
7.	Government should contribute an amount equal to contributions from workers and employers.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
8.	Liabilities of Government, employers and workers should be in the ratio of 50:30:20.	—	—	—	—	—	—	—	—	—	—	—	—	2	2
9.	Present arrangements should not be disturbed.	—	—	—	—	—	—	—	—	—	—	—	—	2	2
10.	The respective shares of workers, employers and Government should be in the ratio of 1:2:2.	—	—	—	—	—	—	—	—	—	1	—	—	—	1
11.	Worker's share should be related to his earnings, employers should contribute to the total wage bill and the balance is needed by the Government.	—	—	—	—	—	—	—	—	—	—	—	—	—	1
12.	Various suggestions as indicated above	—	—	—	1	—	—	—	—	—	—	—	—	—	1
13.	Major portion by the employers and workers and least by Government.	—	—	—	1	—	—	—	—	—	—	—	—	1	2
14.	Shares of employers, workers and Government should be in the ratio of 50:30:20.	—	—	—	1	—	—	—	—	—	—	—	—	1	2
15.	The respective shares should be in the ratio of 1:2:4.	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16.	Ratio should be in the ratio of 3:1 in favour of workers and centre and state should both contribute in the ratio of 60:40.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
17.	No comments.	8	4	2	8	1	—	5	2	1	2	3	1	68	105
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 1.347  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments			Enterprises/Undertakings								Employers Associations			Workers Unions								Others	
	Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Other Unions		Research and other Institutions	Individuals	Total			
		Labour	Others including Local Bodies				Large-size	Medium-size	Small-size								Large-size	Medium-size				Small-size		
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23			
1. Be continued as at present. ..	—	—	1	14	7	2	—	3	—	—	—	22	2	4	1	8	—	2	—	—	1	67		
2. Should be converted into a pension scheme. ..	—	—	—	3	—	—	1	—	—	—	—	1	—	—	—	1	—	—	—	—	—	6		
3. Should be converted into a provident fund-cum-pension scheme. ..	—	11	3	21	16	1	5	1	1	—	—	8	1	4	—	6	1	2	5	5	5	91		
4. If no further burden is there, it can be converted into a provident fund-cum-pension scheme. ..	—	2	—	—	—	—	—	—	—	—	—	4	—	—	—	—	—	—	—	—	—	6		
5. Should continue as at present till a comprehensive social security scheme is evolved. ..	—	1	—	—	—	—	2	—	—	—	—	2	—	—	—	—	—	—	—	—	1	6		
6. The scheme could be enlarged to include a pension scheme or a provident fund-cum-pension scheme. ..	—	—	—	2	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	3		
7. ESIS and EPFS should be integrated and pension-cum-gratuity system should be introduced. ..	—	—	—	1	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	3		
8. In addition to provident fund scheme, pension scheme should be introduced	—	—	—	—	2	—	—	—	—	—	—	—	1	2	3	1	—	—	—	—	1	10		
9. The Government departmental undertakings having similar or better provisions should be totally exempted from the Employees' Provident Fund Scheme	1	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2		
10. We have no particular suggestion to make. ..	—	—	—	1	—	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	3		

TABLE No. 1.247 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
11.	May be converted into an old age pension-cum-survivorship-cum-gratuity scheme.	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
12.	Should be examined by an expert committee.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
13.	The provisions of the Assam scheme may be considered.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
14.	May continue as at present with some modifications to reduce time and procedure.	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
15.	May be converted into a pension or gratuity scheme.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16.	Should be converted into a Pension-cum-Provident-Fund-cum-Insurance Scheme.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17.	Provident, Gratuity and pension schemes which are not applicable at present may be extended to us also.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
18.	Should be left to the choice of the employees.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
19.	Not applicable since the workers are governed by a separate GPF scheme.	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
20.	Provident fund should continue along with gratuity and pension should also be introduced.	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
21.	May be continued as at present but it can be converted into a provident fund cum-pension scheme if no further burden is there.	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	2
22.	No pension scheme but a lump sum payment.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
23.	Both should continue together.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
24.	No comments.	16	7	18	28	18	1	14	7	1	2	2	42	1	32	8	35	10	10	28	32	312
TOTAL ..		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524



TABLE No. 2.347 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
11.	Should be examined by an expert Committee. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
12.	The provisions of the Assam Scheme may be considered. ..	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
13.	May continue as at present with some modifications to reduce time and procedure. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
14.	May be converted into a pension or gratuity scheme. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
15.	Should be converted into a pension-cum-provident fund-cum-insurance schemes. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
16.	Not applicable since the workers are governed by a separate G.P.F. scheme.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
17.	May be continued as at present, but it can be converted into a provident fund-cum-pension scheme if no further burden is there. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	2
18.	No pension scheme but a lump sum payment. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
19.	No comments. ..	4	2	6	7	2	1	2	6	2	3	1	6	—	—	—	—	73	115
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248



TABLE No. 3.347  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 186 : Should the Employees' Provident Fund Scheme be continued as at present or should steps be taken to convert it into either a pension scheme or a provident fund-cum-pension scheme ?	All Plantations	Mining including Coal	Sugar	All Textiles	Printing & Publishing	Cement	Iron & Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Be continued as at present. . .	4	—	—	4	—	—	—	1	—	—	—	2	6	17
2.	Should be converted into a pension scheme.	—	—	—	1	—	—	—	—	—	—	—	—	—	1
3.	Should be converted into a provident fund-cum-pension scheme. . .	3	—	—	2	—	—	—	—	—	—	—	—	9	14
4.	ESIS and EPFS should be integrated and pension cum-gratuity system should be introduced. . .	—	—	1	—	—	—	—	—	—	—	—	—	—	1
5.	In addition to provident fund scheme, pension scheme should be introduced. . .	—	—	—	—	—	1	2	—	—	1	—	—	3	7
6.	We have no particular suggestion to make. . .	—	—	—	—	—	—	—	—	—	—	1	—	—	1
7.	Provident, gratuity and pension scheme which is not applicable at present may be extended to us also. . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
8.	Should be left to the choice of the employers.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
9.	Provident fund should continue along with gratuity and pension should also be introduced.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
10.	Both should continue together. . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
11.	No comments. . .	5	4	1	8	1	—	3	2	1	2	2	1	66	96
TOTAL:		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 1.348  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number			Government Departments			Enterprises/Undertakings						Employers Associations			Workers Unions							Others			Total
	1	2	State			Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals			
			Central	Labour	Others including Local Bodies				Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size					
1. The rate of contribution should be increased to 10%.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
2. The rate of interest be increased so as to make it more attractive.	—	—	1	1	2	4	—	2	1	—	—	—	4	—	1	4	3	—	1	—	—	—	24		
3. Funds should be invested in securities and scripts which yield high rate of interest.	1	5	1	8	5	—	3	—	1	1	—	14	4	5	1	4	—	—	—	—	2	2	57		
4. Investments may also be made in unit trust.	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	3		
5. The rate of interest should be increased to 8%.	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
6. Present arrangements appear to be satisfactory.	—	1	—	10	2	1	—	1	—	—	—	1	—	1	—	1	—	—	—	—	—	—	18		
7. Funds should be invested in constructing buildings to bring down the cost of rent and to get good returns.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	—	1	—	—	—	—	—	3		
8. Investments be made in National Defence Certificates to avoid risk and unfair advantage.	—	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2		
9. No suggestion to make.	—	—	—	3	1	—	—	—	—	—	—	2	1	—	—	—	—	—	—	—	—	—	7		
10. The beneficiaries should be given the prevailing bank interest on fixed deposit.	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	2		
11. The funds should not be invested in the private Sectors.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1		
12. The worker should not get his refund before the age of 50.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1		

TABLE No. 1.348 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
13.	Funds should be invested in such a manner so as to earn more interest.	—	—	—	2	—	—	—	1	—	—	—	4	—	—	1	—	—	—	—	—	8
14.	The interest to the beneficiaries should be on par with bank rate.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
15.	No. . . . .	—	—	1	1	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	4
16.	The investment should be in the fixed deposit in Reserve State Bank yielding higher rate of interest.	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
17.	The restrictions for investing the funds in the central Government securities only should be relaxed.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
18.	Experts should decide the issue.	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2
19.	The rate of interest be increased and the funds should be invested in constructing buildings to bring down the cost of rent and to get good returns.	—	—	—	—	1	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	3
20.	The rate of interest be increased and the employers, may use the funds in his own enterprises to ensure higher returns.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
21.	Funds should be invested as securities, scripts and construction of buildings which yield high rate of interest.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
22.	Yes, on the lines of LIC Investment Committee.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
23.	No comments.	17	12	20	46	32	2	16	6	1	1	2	52	1	33	9	39	11	13	31	37	381
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2348  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 187: If the employees' Provident Fund Schemes is to continue in the present form, would you suggest any change in the pattern of investments of the funds and in the rate of interest accruing to beneficiaries?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and paper pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1.	The rate of contribution should be increased to 10% ..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
2.	The rate of interest be increased. ..	—	1	—	4	—	—	1	1	—	—	—	—	—	2	3	—	1	13
3.	Funds should be invested in securities and scripts which yield high rate of interest. ..	—	1	1	3	2	—	1	3	2	—	—	3	—	1	2	1	12	32
4.	Investments may also be made in unit trust. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
5.	The rate of interest should be increased to 8% ..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6.	Present arrangements appear to be satisfactory ..	—	—	1	—	—	1	—	4	1	—	—	1	—	1	—	1	5	15
7.	Funds should be invested in the constructions of buildings to bring down the cost of rent and to get good returns ..	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
8.	Investments be made in National Defence Certificates to avoid risk and unfair advantage. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
9.	No suggestion to make ..	—	—	—	2	1	—	—	1	—	—	—	—	—	—	—	—	1	6
10.	The beneficiaries should be given the prevailing bank interest on fixed deposits ..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
11.	Funds should be invested in such a manner so as to earn more interest. ..	—	1	—	1	—	—	—	—	—	—	—	—	—	—	2	—	2	7
12.	No. ..	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	3	3
13.	The restrictions for investing the funds in the central Govt. securities only should be relaxed. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
14.	Experts should decide this issue. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
15.	The rate of interest be increased and the funds should be invested in constructing buildings to bring down the cost of rent & to get good returns. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	2
16.	The rate of interest be increased and the employer may use the funds in his own enterprises to ensure higher returning. ....	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17.	Funds should be invested in securities, scripts, construction of buildings which yield high rate of interest ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
18.	Yes on the line of LIC investment Committee. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
19.	No comments ..	6	5	6	11	2	1	3	7	3	3	1	8	1	2	1	1	97	158
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.348  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 187 : If it is to continue in the present form, would you suggest any change in the pattern of investments of the funds and in the rate of interest accruing to beneficiaries?															
1	2	3	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1.			3	—	1	1	—	—	—	—	—	1	—	—	3	9
2.			—	—	—	2	—	1	—	—	—	—	—	1	10	14
3.			1	—	—	—	—	—	—	—	—	—	—	—	1	2
4.			—	—	—	1	—	—	—	—	—	—	—	—	1	2
5.			—	—	—	—	—	—	—	—	—	—	1	—	—	1
6.			—	—	—	1	—	—	—	—	—	—	—	—	—	1
7.			—	—	—	—	—	—	—	—	—	—	—	—	1	1
8.			—	—	—	—	—	—	—	1	—	—	—	—	—	1
9.			—	—	—	—	—	—	1	—	—	—	—	—	—	1
10.			—	—	—	1	—	—	—	—	—	—	—	—	—	1
11.			—	—	—	—	—	—	—	—	—	—	—	—	—	1
12.			—	—	—	—	—	—	—	—	—	—	—	—	1	1
13.			8	4	1	9	1	—	3	2	1	2	2	2	71	106
			TOTAL													
			12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 1.349  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments			Enterprises/Undertakings						Employers Associations			Workers Unions						Others		Total	
	Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and other Institutions	Individuals		
		Labour	Others including Local Bodies				Large-size	Medium-size	Small-size													
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
Q.No. 188: Are any changes called for in the Employees' Provident Fund Scheme to make the administration more satisfactory?																						
1. Reasons for giving loans must be enlarged. . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
2. The scheme must be merged into a comprehensive social security scheme. . . . .	—	—	—	—	2	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3
3. The Act should be amended to include punishment for non-payment of dues. . . . .	—	2	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	3
4. No changes are necessary, it is satisfactory. . . . .	—	—	2	12	6	2	2	1	—	—	—	—	4	—	1	1	2	—	1	—	—	34
5. Violations by employers should be viewed seriously. . . . .	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	3
6. Claims should be settled without delay. . . . .	—	1	—	3	1	—	—	1	—	—	—	—	8	1	—	—	1	—	—	—	1	17
7. Regular meetings of employers, employees and cooperation are necessary. . . . .	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	1	3
8. Provision for withdrawals in case of marriage of workers' children & natural calamities should be liberalised. . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1
9. More local offices should be opened. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
10. The administrative procedure should be simplified and made more effective. . . . .	—	—	—	1	1	2	—	2	1	—	—	—	4	1	1	2	1	—	—	—	—	16



TABLE No. 1,349 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
27.	System of affixing stamps or franking insurance cards should be replaced by a detailed statement after every contribution period.	..	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
28.	Move to delete Section 17 of the E.P.F. Act should be opposed	..	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
29.	These schemes should be made applicable to shops and other trades where there are less than 20 workers	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	—	—	—	—	3
30.	These schemes should be applicable to our industries also.	..	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	—	—	—	2
31.	Waiting period of one year to get a second advance should be deleted.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
32.	The Act should be enforced strictly.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
33.	No comments.	..	18	12	20	51	31	2	15	7	2	2	52	2	32	12	37	10	14	32	35	388
TOTAL		..	18	21	23	74	45	4	24	11	2	2	84	7	42	15	51	11	15	33	40	524







TABLE No. 3.349  
REPLIES TO THE QUESTIONNAIRE — INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 188 : Are any changes called for in the Scheme to make the administration more satisfactory?														
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools & scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	The Act should be amended to include punishment for non-payment of dues.	..	..	..	..	..	..	..	..	..	..	..	..	1	1
2.	No changes are necessary it is satisfactory.	..	..	..	1	..	..	1	..	..	..	..	..	1	5
3.	Claims should be settled without delays.	..	..	..	1	..	..	..	..	..	..	..	..	1	2
4.	More local offices should be opened.	..	..	..	..	..	..	..	..	..	..	..	..	1	1
5.	The administrative procedure should be simplified and made more effective.	..	..	..	1	..	1	..	..	..	..	..	..	2	5
6.	Greater delegation of authority and decentralisation.	..	..	..	2	..	..	..	..	..	..	1	6	9	
7.	There should be local EPF Committees.	..	..	..	1	..	..	..	..	..	..	..	..	1	
8.	Administration should be streamlined.	..	..	..	..	..	..	..	..	..	..	..	1	1	
9.	Radical changes are called for.	..	..	..	..	..	..	..	..	..	..	..	2	2	
10.	These schemes should be made applicable to shops and other trades where there are less than 20 workers.	..	..	..	..	..	..	..	..	..	..	1	2	3	
11.	These schemes should be made applicable to our industries also.	..	..	..	..	..	..	..	..	..	..	..	2	2	
12.	Waiting period of one year to get a second advance should be deleted.	..	..	..	..	..	..	..	..	..	..	..	..	1	
13.	The Act should be enforced strictly.	..	..	..	..	..	..	..	..	..	..	..	..	1	
14.	No comments.	..	..	..	9	1	..	4	2	1	3	3	1	67	107
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 1.350  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments			Enterprises/Undertakings							Employers Associations			Workers Unions							Others		Total
	Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Other Unions		Research & other Institutions	Individuals			
		Labour	Others including Local Bodies				Large-size	Medium-size	Small-size								Large-size	Medium-size			Small-size		
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1. Yes.	—	9	3	20	14	2	8	2	1	—	—	20	6	5	2	11	—	3	2	5	113		
2. No; it will make the scheme cumbersome.	—	1	—	8	5	1	1	2	—	—	—	2	—	2	—	3	—	—	—	—	25		
3. This is already being done.	—	—	—	1	1	—	—	—	—	—	—	3	—	—	—	—	—	—	—	—	5		
4. Yes, but without any increase in the existing contribution of the employer.	—	—	—	2	—	—	—	—	—	—	—	4	—	—	—	—	—	—	—	—	6		
5. Insurance loans are already being given on reasonable interest but these should be interest free.	—	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	2		
6. Insurance should be combined and 25% should be transferred for insurance purpose.	—	—	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2		
7. Yes, to the extent of 50% of the yearly contribution.	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2		
8. Workers be allowed to withdraw for purposes of construction of houses and payment of premiums only.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1		
9. Should be left to the discretion of the members.	—	—	—	—	1	—	—	—	—	—	—	4	—	—	—	—	—	—	—	—	5		
10. Yes, when there is sufficient accumulation to cover up the due premium at least to a stage of paid up policy.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1		
11. Should include a death grant to all members.	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2		
12. Should be examined by an expert Committee.	—	—	—	1	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3		
13. This deserves consideration.	—	—	—	—	1	—	—	—	—	—	—	1	—	1	—	—	—	—	—	—	3		
14. This may be considered in the lower wage brackets.	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
15. Depends upon the authorities.	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
16. No comments.	17	9	19	40	21	1	14	6	1	2	2	47	1	34	12	37	11	12	31	35	352		
TOTAL	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524		

TABLE No. 2.350  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 189 : Should a part of the provident fund be set apart for giving insurance cover to the members of the EPF Scheme?	Industry-wise Distribution of Respondents (Employers)																		Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and paper pulp	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1.	Yes.	..	..	..	..	3	—	2	7	5	—	—	2	—	4	2	2	22	67	
2.	No, it will make the scheme cumbersome.	..	2	1	—	—	2	—	3	—	—	—	—	1	1	1	—	8	19	
3.	This is already being done.	..	1	1	—	—	—	—	1	—	—	—	1	—	—	—	—	1	5	
4.	Yes, but without any increase in the existing contribution of the employer.	..	—	—	2	—	—	1	—	—	—	—	—	—	—	1	—	2	6	
5.	Insurance loans are already being given on reasonable interest, but there should be interest free.	..	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2	
6.	Insurance should be combined and 25% should be transferred for insurance purpose.	..	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	—	2	
7.	Workers be allowed to withdraw for purposes of construction of houses and payment of premium only.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
8.	Should be left to the discretion of the members.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	4	5	
9.	Should include death grant to all members.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
10	Should be examined by an expert committee.	..	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2	3	
11.	This deserves consideration.	..	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
12.	This may be considered in the lower wage brackets	..	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	
13.	No comments.	..	4	2	4	10	2	1	2	6	1	3	1	7	1	1	—	86	134	
TOTAL		..	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.350  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
			All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron & Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
Q. No. 189: Should a part of the provident fund be set apart for giving insurance cover to the members of the EPF scheme?																
1. Yes..	..	..	..	..	..	4	—	—	2	1	—	—	1	2	12	27
2. No, it will make the scheme cumbersome	..	..	—	—	—	2	—	—	—	—	—	—	—	—	3	5
3. Yes, when there is sufficient accumulation to cover up the due premium at least to a stage of paid up policy.	..	..	—	—	—	—	—	1	—	—	—	—	—	—	—	1
4. This deserves consideration.	..	..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
5. No comments.	..	..	7	4	2	9	1	—	3	2	1	3	2	1	72	107
TOTAL	..	..	12	4	2	15	1	1	5	3	1	3	3	3	88	141



TABLE No. 1.351 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
11.	Gratuity should form part of social security programme and be started in establishments employing 200 or more worker.	..	5	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
12.	Gratuity payments be governed voluntarily and left for collective bargaining.	..	—	—	—	1	—	—	—	—	—	—	4	—	—	—	—	—	—	—	—	5
13.	The amount of gratuity should be reduced where a provision is made for payment of provident fund and pension.	..	—	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2
14.	Gratuity should be at the rate of one month's wages for one year and calculated on total pay.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	2
15.	It would ensure rehabilitation after superannuation.	..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16.	If a person is discharged/retrrenched, the amount of retrenchment compensation should be raised for payment.	..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17.	Gratuity payment should be abolished.	..	1	—	—	1	—	1	—	—	—	—	1	—	—	—	1	—	—	—	—	5
18.	It should be paid to all workers who are entitled.	..	—	—	1	—	—	—	—	—	—	—	1	—	1	—	—	—	—	—	1	4
19.	No need, if a proper life insurance annuity scheme is made.	—	—	—	—	—	—	—	1	—	—	—	3	—	—	—	—	—	—	—	—	4
20.	Gratuity should cover at least 1/10th of the worker's total service emoluments.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
21.	It should not form part of the social security programme.	..	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
22.	Rate of gratuity should be one month for every completed year's service and eligibility period be reduced.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
23.	15 days basic pay in a year and maximum 15 months basic pay.	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
24.	Gratuity should be paid on total pay instead of basic pay and this should be in addition to provident fund.	..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1



TABLE No. 1351 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
25.	Should be available for all persons who have put in 10-15 years of service.	..	..	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	
26.	Gratuity is not necessary if a retirement cash benefit is provided for...	..	..	..	..	..	..	..	..	..	..	..	1	1	1	1	1	1	1	1	1	1	
27.	It is high time that gratuity should be introduced on compulsory basis.	..	..	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
28.	Qualifying period for gratuity should be 5 years and the period of service should be 30 years.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	1	1	
29.	The double benefit of gratuity and retrenchment should not be there.	..	..	..	..	..	..	..	..	..	..	..	2	2	2	2	2	2	2	2	2	2	
30.	Trading concerns should be exempted from this.	..	..	..	..	..	..	..	..	..	..	..	1	1	1	1	1	1	1	1	1	1	
31.	No comments.	..	17	5	17	25	22	2	14	7	2	1	2	39	2	27	9	34	10	12	29	34	310
	TOTAL	..	18	21	23	74	45	4	24	11	2	2	84	7	42	15	51	11	15	33	40	524	

TABLE No. 2.351  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 190 : What should be the place of gratuity payments in an overall social security programme?	2																				Total
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
		All Plantations	Mining including Coal	Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and Paper Pulp	Others			
1.	The gratuity payment @ one month's pay for one year's service to a maximum of Rs. 25,000.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	2	
2.	Gratuity should be made compulsory under the comprehensive social security scheme.	..	—	—	—	2	—	—	—	4	1	—	—	—	—	1	1	—	—	7	16	
3.	Should have an important place and should be continued.	..	—	3	4	5	3	—	1	1	—	—	1	3	1	3	2	1	12	40		
4.	It should not be an automatic benefit accruing to the workers but must be left to the discretion of the employers.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	12	13		
5.	Should be treated on priority basis.	..	—	—	1	—	—	—	—	1	—	—	—	1	—	—	1	—	—	4		
6.	Difficult to suggest since both are equally important.	..	—	—	—	—	—	—	—	3	—	—	—	—	—	—	—	—	1	4		
7.	Either gratuity or provident fund which can be convertible to pension should be there.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	3	5	
8.	There should be no provision of gratuity payment in overall social security programme.	..	2	—	—	3	—	—	2	2	2	—	—	—	1	—	—	—	6	18		
9.	Gratuity payment should be left to the employers depending upon their paying capacity.	..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	1	3	6		
10.	Gratuity should be included along with the pension.	..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	2		
11.	Gratuity payments be governed voluntarily and left for collective bargaining.	..	1	2	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	5		
12.	The amount of gratuity should be reduced where a provision is made for payment of provident fund and pension.	..	—	—	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	2		
13.	It would ensure rehabilitation after superannuation.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		

TABLE No. 2.351 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
14.	If a person is discharged/retrenched, the amount of retrenchment compensation should be raised for gratuity payment.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
15.	Gratuity payment should be abolished.	..	—	—	—	—	—	—	—	1	—	—	1	—	—	—	—	1	3	
16.	It should be paid to all workers who are entitled...	..	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2	
17.	No need, if a proper life insurance annuity scheme is made.	..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	3	4	
18.	It should not form part of the social security programme.	..	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
19.	Should be available for all persons who have put in 10-15 years of service.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
20.	Gratuity is not necessary if a retirement cash benefit is provided for.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
21.	The double benefit of gratuity and retrenching should not be there.	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
22.	Trading concerns should be exempted from this...	..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
23.	No comments.	..	4	3	5	8	2	1	2	6	1	3	—	7	—	2	1	69	114	
TOTAL		..	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.351  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY WISE—DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 190 : What should be the place of gratuity payments in an overall social security programme?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Gratuity should be made compulsory under the comprehensive social security scheme. ..	2	—	1	4	—	1	—	—	—	—	—	2	11	21
2.	Should have an important place and should continue. ..	3	—	—	1	—	—	1	—	—	—	—	—	7	12
3.	Should be treated on priority basis. ..	1	—	—	—	—	—	—	—	—	—	—	—	—	1
4.	Gratuity payment should be left to the employers depending upon their paying capacity. ..	—	—	—	—	—	—	—	1	—	—	—	—	—	1
5.	Gratuity should be included along with pension. ..	2	—	—	—	—	—	—	—	—	—	—	—	3	5
6.	Gratuity should be @ one month's wages for one year and calculated on total pay. ..	—	—	—	—	—	—	—	—	—	1	—	—	—	1
7.	Gratuity payment should be abolished. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	1
8.	It should be paid to all workers who are entitled. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
9.	Gratuity should cover at least 1/10th of the worker's total service employments. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	1
10.	Rate of gratuity should be one month for every completed year's service and eligibility period be reduced. ..	—	—	—	—	—	—	1	—	—	—	—	—	—	1
11.	Gratuity should be paid on total pay instead of basic pay and this should be in addition to provident fund. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
12.	Qualifying period for gratuity should be 5 years and the period of service should be 30 years. ..	1	—	—	—	—	—	—	—	—	—	—	—	—	1
13.	No comments ..	3	4	1	8	1	—	3	2	1	2	3	1	65	94
	TOTAL: ..	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 1.352  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 191: Would you suggest any changes in the existing provisions relating to lay-off and retrenchment provided to employees against the hazards of job insecurity resulting from temporary employment and other fluctuations?	Government Departments				Enterprises/Undertakings				Employers Associations			Workers Unions						Others		Total		
		Central	State		Others including Local Bodies	Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions				Research and other Institutions	Individuals
			Labour	Others					Large-size	Medium-size	Small-size							Large-size	Medium size	Small-size			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1.	Introduce a scheme of unemployment benefits.	1	1	—	2	—	—	1	1	—	—	—	—	—	—	1	—	1	—	1	—	1	10
2.	No. . . . .	2	5	2	43	14	3	8	4	—	1	—	29	2	4	1	6	—	1	2	—	—	127
3.	Yes, existing provisions should be amended to include the workmen of establishments employing less than 50 workers.	—	3	—	—	—	—	—	—	—	—	—	1	—	3	—	1	—	—	1	1	1	10
4.	Lay-off should be paid in all areas.	—	1	—	—	—	—	—	—	—	—	—	—	—	2	—	2	—	—	—	—	—	5
5.	The social security scheme should not be burdened with cases of lay-off and retrenchment.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6.	A part of ESI fund should be set apart for retrenchment provisions.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
7.	Lay-off compensation should be raised to 50-75% of the basis wage and DA should also apply to establishments employing less than 50 workers.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	2
8.	Retrenchment compensation should be raised to month's average pay for every completed year of continuous service.	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
9.	Retrenched employee with 10 years service should be entitled to half the wages till alternative employment is provided to him.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
10.	Section 25(a) of the I.D. Act. should be amended to provide layoff and retrenchment benefits without any qualifying period...	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	2

TABLE No. 1.352 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
11.	Unemployment Insurance Scheme is recommended ..	—	2	—	2	1	—	1	—	—	—	—	—	—	—	—	1	—	1	—	1	9
12.	Definition of lay-off should be amended to exclude forced closure due to shortage of raw material etc. ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
13.	Before effecting retrenchment management should take approval of the Tribunal. ..	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	2
14.	There should be uniform legislation in this regard. ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
15.	All compensation are to be given in bonafide cases only. ..	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	2
16.	No compensation should be given in all cases of forced labour and which are beyond the control of the Management. ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
17.	The qualifying period for the lay-off must be reduced to 120 days. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	2
18.	Various changes as suggested above. ..	—	—	—	—	—	—	1	—	—	—	—	1	2	—	1	1	—	—	—	—	6
19.	Employers should not be allowed to take undue advantage while setting off lay-off against retrenchment compensation. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
20.	This may be entrusted to ESI corporation. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
21.	This may be reconsidered a fresh and the industry granted some relief by removing the D.A. portion out of it. ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
22.	The qualifying period should be reduced to 60 days. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
23.	Retrenchment compensation should be in proportion to the length of service. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	2
24.	Retrenchment should not be allowed in any industries and the workers should be paid full wages at the time of lay-off period. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1

TABLE No. 1,352 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
25.	Require effective enhancement..	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	2
26.	Lay-off is unavoidable in certain cases and should not be eliminated by law. ..	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
27.	The gratuity scheme should be brought into satisfactory books.	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
28.	Schemes as envisaged at present by the Ministry of Labour is the right step. ..	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
29.	Compulsory leave system should be abolished. ..	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
30.	These should not be applied to shops and establishments. ..	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	2
31.	There is scope for payment of full wages. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
32.	No comments. ..	15	4	20	24	29	1	12	6	2	1	2	44	—	30	10	35	11	12	30	36	324
TOTAL ..		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

TABLE No. 2.352

Serial Number	Q. No. 191 : Would you suggest any changes in the existing provisions relating to lay-off and retrenchment provided to employees against the hazards of job insecurity resulting from temporary employment and other fluctuations?																		Total	
	All Plantations	Mining including Coal	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and Paper pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1. Introduce a scheme of unemployment benefits.	..	..	..	..	..	..	..	1	..	..	..	..	..	..	1	..	..	2	4	
2. No	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
3. Yes—existing provisions should be amended to include the workers of establishments employing less than 50 persons.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
4. The social security scheme should not be burdened with cases of lay-off and retrenchment.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
5. Unemployment insurance scheme is recommended.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
6. Definition of "Lay-off" should be amended to exclude from closure due to shortage of raw material etc.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
7. Before effecting retrenchment, management should take approval of the tribunal.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
8. There should be a uniform legislation in this regard.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
9. All compensations are to be given in bonafide cases only.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
10. No compensation should be given in all cases of forced lay-off and which are beyond the control of the management.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
11. Various changes as suggested above.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
12. This may be reconsidered afresh and the industry granted some relief by removing the D.A. portion out of it.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
13. Retrenchment compensation should be in proportion to the length of service.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
14. Require effective enhancement.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
15. Lay-off is unavoidable in certain cases and therefore should not be eliminated by law.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
16. There should not be applied to shops and establishments.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
17. There is scope for payment of full wages.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
18. No comments.	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
TOTAL	..	..	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248





TABLE No. 3.352 (Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
13.	Various changes as suggested above. ..	—	—	—	1	—	1	—	—	—	—	—	—	2	4
14.	This may be entrusted to E.S.I. Corporation...	—	—	—	—	—	—	—	—	—	—	—	—	1	1
15.	Retrenchment compensation should be on proportion to the length of service. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
16.	Retrenchment should not be allowed in any industries and the workers should be paid full wages at the time of lay-off period. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1
17.	Compulsory leave system should be abolished.	—	—	1	—	—	—	—	—	—	—	—	—	—	1
18.	No comments. ..	4	4	1	8	1	—	3	2	1	3	2	1	68	98
TOTAL ..		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 1.353  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments			Enterprises/Undertakings								Employers Associations				Workers Unions							Others		Total
	Central	State		Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals					
		Labour	Others including Local Bodies				Large-size	Medium-size	Small-size																
3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23					
1. Yes.	—	—	—	1	—	1	—	—	—	—	—	—	1	3	1	4	—	—	—	3	14				
2. No/not desirable.	—	14	2	41	19	—	1	—	—	—	—	—	2	2	—	3	—	2	3	3	143				
3. Time is not ripe/It is premature to do so.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
4. They must be associated but complete charge should not be handed over to them.	1	2	1	5	3	—	—	—	—	—	—	1	1	2	—	—	—	—	—	—	16				
5. Yes; it may be done on experimental basis.	—	—	—	3	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	5				
6. Yes; if they have a tradition and experience of running such schemes.	—	1	—	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	3				
7. No, until they become stable and develop a higher sense of responsibility.	—	—	—	—	—	—	—	—	—	—	—	—	1	4	2	3	—	—	1	—	11				
8. It should be handed over to Tripartite bodies.	—	—	—	—	—	—	—	—	—	—	2	1	—	—	—	1	—	—	—	—	4				
9. To Central Organisations only.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	2				
10. Should be administered both by trade unions and employers.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1				
11. Their active participation is necessary.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	2				
12. No objection if any financial burden is not cast on the industry.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1				
13. State Governments or Corporations should handle the administration in close consultation with trade unions.	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—				
14. No, until the trade unions are stable, responsible and free from rivalry.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1				
15. No comments.	17	4	20	22	23	1	15	6	1	2	2	42	—	30	12	35	11	13	29	34	319				
TOTAL	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524				

TABLE No. 2.353  
 REPLIES TO THE QUESTIONNAIRE — INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 192 : (a) Should the administration of some of the social security benefits be handed over to trade unions ?	2																		Total
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and paper pulp	Others		
1.	Yes. ..	..	..	1	..	..	..	..	..	..	..	..	..	1	..	..	..	..	..	2
2.	No/Not desirable. ..	..	..	5	10	3	2	4	9	4	..	1	4	..	4	4	1	56	112	
3.	Time is not ripe/It is premature. ..	..	..	..	..	..	..	1	1	1	..	..	..	1	1	1	..	2	9	
4.	They may be associated but complete charge should not be handed over to them. ..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	1	3	
5.	Yes, it may be done on experimental basis. ..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	1	..	..	2	
6.	No, until they become stable and develop a higher sense of responsibility ..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	
7.	To central organisation only ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	
8.	Their active participation is necessary. ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	..	..	1	
9.	No objection if financial burden is not cast on the industry. ..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	1	
10.	No, until the trade unions are stable, responsible and free from rivalry. ..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	
11.	No comments. ..	..	5	1	4	11	2	1	1	7	1	3	..	8	..	1	2	67	114	
TOTAL ..		..	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3.353  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 192 : (a) Should the administration of some of the social security benefits be handed over to trade unions ?	2														Total
		3	4	5	6	7	8	9	10	11	12	13	14	15	16	
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instru- ments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1.	Yes. ..	1	—	—	1	—	—	1	—	—	—	1	1	4	9	
2.	No/not desirable.	3	—	—	1	—	—	—	1	—	—	—	—	4	9	
3.	Time is not ripe/It is premature to do so. ..	—	—	—	—	—	—	—	—	—	—	—	—	3	3	
4.	They must be associated but complete charge should not be handed over to them. ..	1	—	—	—	—	—	—	—	—	—	—	—	1	2	
5.	Yes, if they have a tradition and experience of running such schemes. ..	2	—	—	2	—	1	—	—	—	—	—	—	5	10	
6.	No, until they become stable and develop a higher sense of responsibility. ..	—	—	—	1	—	—	—	—	—	—	—	—	1	2	
7.	It should be handed over to tripartite bodies.	—	—	—	1	—	—	1	—	—	—	—	—	—	2	
8.	Should be administered both by trade unions and employers. ..	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
9.	Active participation of trade unions is necessary.	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
10.	State Government or Corporations should handle the administration in close con- sultation with trade unions. ..	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
11.	No comments.	5	4	2	8	1	—	3	2	1	3	2	2	68	101	
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 1.354  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 192 : (a) Should the administration of some of the social security benefits be handed over to trade Unions ? (b) What pre-conditions should trade unions satisfy for being eligible to take over such a administration ? [Reply to part (b) only]	Government Departments			Enterprises/Undertakings							Employers Associations			Workers Unions						Others		Total
		Central	Labour	State	Central Sphere	State Sphere	Cooperative	Private			Central Organisations	State/Regional Branches	Other Associations/Org-anisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and other Institutions	Individuals		
								Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1.	Organisational base should be strengthened and all workers should become member of trade unions.	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2	
2.	Should be entrusted to recognised unions only.	—	—	1	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	1	4	
3.	They should be stable and well organised under efficient leadership ..	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
4.	There should be only one union managed by elected set up. ....	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
5.	They should gain a reasonable degree of stability and develop a higher sense .. .. .	—	1	—	—	—	—	—	1	—	—	—	2	1	4	2	4	—	—	—	—	15	
6.	The unions must have a membership of more than 90% workers of the industry. ....	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
7.	They should be stable well organised and free from rivalry and must agree to Government inspection of its records etc. ....	—	—	—	1	—	—	—	—	—	—	—	—	1	—	1	—	—	—	—	—	3	
8.	They must be financially sound and free from political rivalry .. ..	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
9.	They should be recognised unions which should be free from political rivalry and must do constructive work in matters of education, health, sports etc. ....	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
10.	No comments. ....	18	19	22	72	45	3	23	10	2	2	2	82	5	35	12	46	11	15	33	38	495	
	TOTAL .. ..	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524	

TABLE No. 2.354  
 REPLIES TO THE QUESTIONNAIRE — INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 192 : (a) Should the administration of some of the social security benefits be handed over to trade unions. (b) What preconditions should trade unions satisfy for being eligible to take over such administration? [Reply to part (b) only]	All Plantations																			Total
		Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals and Chemical Products	Paper and Paper Pulp	Others				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1.	They should be stable and well organised under efficient leadership.	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1		
2.	They should gain a reasonable degree of stability and develop a higher sense of responsibility.	—	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3		
3.	They must be financially sound and free from political rivalry.	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
4.	They should be recognised unions which should be free from political rivalry and must do constructive work in matters of education, health, sports etc.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1		
5.	They should be stable well organised and free from rivalry and must agree to Government inspection of its records etc.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
6.	No comments.	7	6	9	22	5	3	6	17	6	3	1	12	1	6	7	3	—	241		
	TOTAL	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	—	248		

TABLE No. 3.354  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)**

Serial Number	Q. No. 192 : (a) Should the administration of some of the social security benefits be handed over to trade unions? (b) What pre-conditions should trade unions satisfy for being eligible to take over such administration? [Reply to part (b) only]	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including machine tools and scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1.	Organisational base should be strengthened and all workers should become members of trade unions. . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	1
2.	Should be entrusted to organised unions only	—	—	—	—	—	—	—	—	—	—	—	—	2	2
3.	There should be only one union managed by elected set up. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
4.	They should gain a reasonable degree of stability and develop a higher sense of responsibility. . . . .	2	—	—	3	—	—	1	—	—	—	—	—	5	11
5.	They should be stable and well organised and must agree to Government inspection of its records etc. . . . .	—	—	—	—	—	1	—	—	—	—	1	—	—	2
6.	No comments . . . . .	9	4	2	12	1	—	4	3	1	3	2	3	80	124
<b>TOTAL</b>		<b>12</b>	<b>4</b>	<b>2</b>	<b>15</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>88</b>	<b>141</b>



